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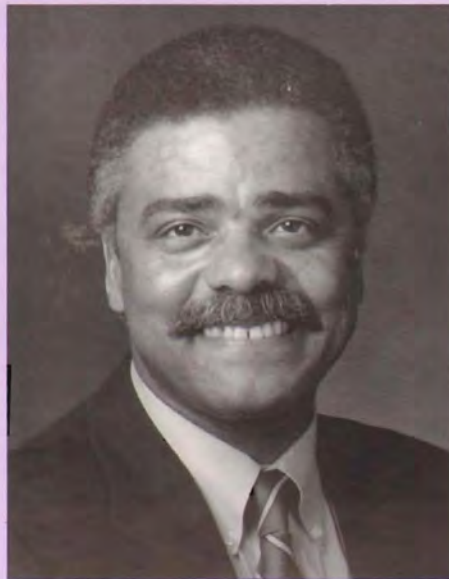
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BRYANT REVIEW



Career Diversity is Demonstrated by Eileen Cioe '63AS '69BS

PRESIDENT'S PERSPECTIVE



This issue of *Bryant Review* is a think piece. Its pages include perspectives on diversity offered by our alumni, faculty, and students. Some of these may mirror your own views, others will shed new light.

As an educational institution, it is our mission to provoke thought and debate. This issue of the *Bryant Review* invites us to reflect on the role of diversity in our personal and professional lives.

Sincerely,

A handwritten signature in cursive script that reads "William E. Trueheart".

William E. Trueheart

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Bryant College is an independent institution of higher education dedicated to the preparation of leaders in business and related fields for success in their personal and professional lives. The College offers full- and part-time undergraduate studies leading to BS and BA degrees, full- and part-time MBA programs, an MST degree, and a Certificate in Advanced Graduate Study (CAGS). The College also provides business outreach through the Center for International Business and Economic Development (CIBED).

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ON THE COVERS:

Front: In her latest of nine successful career ventures, Eileen Cioe '63AS '69BS is marketing a sarong-like garment of her own design. (Mannequins were provided by Richard Martin '66, general manager of Jordan Marsh in Swansea, MA, and father of Robert '96 and Michele '97.)

Back: Rhode Island Professor of the Year Kumar Chittipeddi is presented with a commendation from Governor Sundlun by RI Commissioner of Higher Education Americo Petrocelli. Joining in the recognition are President Bill Trueheart and Vice President for Academic Affairs Mike Patterson.

Photography by Don Hamerman.



Printed on recycled paper.

TICKER TAPE

FACULTY RESEARCH AND ACTIVITIES RELATED TO DIVERSITY:

Four professors participated in the New England Sociology Association Spring Conference held on campus. Sociology Professor Judy McDonnell discussed, "Reactions to Aho, with Comparisons to Rap Music in Urban America." Economics Professor Pat Norton was the keynote speaker, discussing, "Two Nations or Three: Immigrants Rising and Black-White Polarization." Sociology Professor Michael Fraleigh addressed, "Social Interaction, Self Esteem, and the Moral Community." Event organizer and sociology Professor Gregg Carter spoke about "Increasing Forlornment in the Innercity Black Neighborhoods of the Frostbelt."

Gregg Carter's article, "Social Disintegration in Innercity Black Neighborhoods of the Frostbelt: The Example of South Providence," will be published in 1994. The paper analyzes how the increasing diversity of South Providence has been detrimental to the black population.

Finance Professors David Ketcham and Jack Rubens have had their paper, "Diversification Gains From New England Commercial Real Estate Portfolios," accepted by *The Journal of Economics and Business Studies*.

Management Professors Shirley Wilson and Harsh Luthar are initiating a project analyzing how race and gender may influence mentor relationships. They plan to do on-site research in major corporations in Boston.

As part of an exchange agreement, humanities Professor Pedro Beade went to Spain this summer to teach the History of the English Language. This winter, Professor Maria Jose Alvarez will come to Bryant from Spain to teach about American Writers in Spain.

TAKING STOCK

ENROLLMENTS RISE AGAINST THE TREND

Bryant has enrolled its largest freshman class in two years. This despite a decrease in the number of college-age students expressing an interest in business careers and a national trend of enrollment decline at business schools.

The Class of 1997 totals 632 freshmen students, an increase of 16 percent from last year's entering class. An additional 152 men and women transferred to Bryant this fall.



▲ Among the students who are increasing the diversity of the College are Olof Nordell, a junior from Sweden, and Adina Barnes, a freshman from Wisconsin.

"Bryant's Class of 1997 is a more diverse class as well as a class of high quality," says Wallie Roettger, executive vice president. The College has been successful in its efforts to increase enrollments on three identified fronts. The number of new women students has increased nine percent, the number of new minorities also increased nine percent, and international students increased 59 percent.

At its October meeting, the Board of Trustees recognized the work of Bryant's Enrollment Management Team, which makes a concerted effort to communicate the strengths of Bryant and be responsive to the inquiries of prospective students. President Trueheart says, "The Trustees extend their 'thanks, recognition, and commendation' to the many students, faculty, staff, alumni/ae and trustees whose work was essential to our positive outcomes."

NEW TO THE BOARD

Two alumni and an honorary degree recipient have been named to the College's Board of Trustees. They are Ernest Almonte '78 '85MST, Jennifer Proud Mearns '82, and Anne Mollegen Smith '89H.

Ernie Almonte is the owner of a certified public accounting firm in Smithfield and an adjunct professor at Bryant. He is past president of the Rhode Island alumni chapter, a member of the National Alumni Council, and the Bryant Enrollment Support Team (BEST) Network for admission.

Jennifer Proud Mearns is the senior vice president of International Sports and Entertainment Strategies in New York. The company manages and negotiates sports and entertainment sponsorships for major corporate clients. She has been associated with sports marketing and promotions since 1984.

Anne Mollegen Smith is a magazine consultant and president of Qwerty Communications, Inc. in New York. She started her career at *Ladies Home Journal* and has been editor-in-chief of *McCall's*, *Working Woman*, and *Redbook* magazines. She was also feature editor at the *China Post Newspaper* in Taipei, Taiwan, for two years.

LEARNING TO BE AN ENTREPRENEUR

"So, You Want to be an Entrepreneur?" This was the question that brought Bryant students, alumni, and business leaders together in October for the third annual Entrepreneurship Day.

Three seminars featured business leaders, including prominent alumni and trustees. The first included Nicholas Janikies '57 '86H, president of the Jan Companies; Nicholas Kondon, chief executive officer of Spectra Science; and Cheryl Watkins, president and CEO of Banneker Industries.

A second seminar featured Warren Alpert, chairman and CEO of Warren Equities, Inc., and founder of the Warren Alpert Founda-

tion. In the audience were Warren Equities Vice Chairman Ed Cosgrove '49 and Treasurer John Dziedzic '79. (See page 18)

Speaking at the third seminar were Linda Brunini, vice president and co-owner of International Etching, Inc., president and co-owner of Two-hands, Inc., and president of L.A. Browning Corporation; Peter Corbett and Robert Kermes, managing partners of Ocean States Sports Center; and Steve Lander '69, owner of Amazing Stores.

Bryant Trustee Bernard G. Mondor '91H was the keynote speaker at lunch. He is chairman of the board of the Pawtucket Red Sox Baseball Club, Inc.



TAKING A STAND

Red ribbons were worn all over campus on December 1; 2,000 of them. The gesture was made in recognition of World AIDS Day and the unveiling of the AIDS Awareness Stamp on campus.

Congressman Machtley and Congressman Reed were among the dignitaries who joined Bryant students, faculty, and staff at a midday ceremony in the Rotunda. Speakers included two postmasters and a representative from the Board of Health and Rhode Island Project AIDS. The new AIDS Awareness Stamp was unveiled.

Bryant was the only college in the country to be an official site for issuing the new AIDS Awareness Stamp, and the only site in Rhode Island.

Bryant's participation has received national attention. Remarks from Senator Pell and Congressman Machtley in the Congressional Record praised Bryant's health services program and the College for its unique postal designation. They call Bryant "a leader in AIDS education efforts."

Hosting the event was designed as a consciousness-raising event. "AIDS does not discriminate," said President Trueheart. "The HIV-virus that causes AIDS can strike anyone. Young people are especially vulnerable, and we need to help them understand that they are at risk, despite their youth, health, and vitality."

A limited number of "Bryant College Station" AIDS Awareness Day special cancellation envelopes were on sale on campus that day. Proceeds were donated to Rhode Island Project AIDS and to AIDS education programs on campus.

TICKER TAPE

FACULTY RESEARCH REPRESENTING THE DIVERSITY OF THE BRYANT CURRICULUM:

English Professor Nora Barry's paper, "Chance and Ritual: The Gambler in the Texts of Gerald Vizenor," has appeared in the fall edition of *Studies in American Indian Literature*.

Psychology Professor Ron Deluga presented his paper, "The Relationship Between Leader Influencing Behavior and Attributional Charisma," at the 30th annual meeting of the Eastern Academy of Management.

Languages Professor Carmen Pont's volume of poetry, *Notas de una clesidra*, has been published. The poems are written in Spanish.

Management Professors Ron DiBattista and Ted Gautschi co-authored and presented a paper at the Northeast Business and Economics Association Conference in Portsmouth, NH. The paper was titled, "A Determination of the Ethical Dissonance Index."

Science Professor David Betsch addressed the Association of Clinical Scientists at their meeting in Toledo, OH. The conference title was "Advances in the Laboratory Diagnosis of Cancer and Their Clinical Applications." David's presentation was, "Clinical Applications of DNA Technology: Beauty or the Beast?"

English Professor Stan Kozikowski has had a second paper on Hemingway accepted for publication this year in *The Explicator*. Titled "Hemingway's Hills Like White Elephants," this is Stan's fourth appearance in *The Explicator*.

Applied Actuarial Mathematics Professor Rick Smith's textbook, *Mastering Mathematics - How to be a Great Math Student*, has recently been published in a second edition.

MORE THAN A LOWLY POTATO

Ever Wonder What Happens To People Who Graduate From Bryant?



See full-size ad on page 36.

There's a controversy raging on campus this fall. The unprecedented cause of the uproar is none other than the renowned child's toy, Mr. Potato Head.

Why all the commotion? Because Mr. Potato Head is in one of Bryant's current advertisements, appearing

in *Time*, *Newsweek*, *U.S.*

News & World Report, and other national publications. He shows up under the headline, "Ever Wonder What Happens To People Who Graduate From Bryant?" with a statement that over 50 Bryant alumni work at Hasbro, one of the world's largest toy manufacturers. Also making appearances are nine Bryant alumni, including entrepreneurs and corporate leaders across the country. One is flanked by Mickey Mouse. "Bryant graduates get good jobs at top companies," completes the message.

It all began with a letter to the student newspaper, the *Archway*. Ben Jordan '96 said he found the inclusion of Mr. Potato Head "juvenile." The following week's paper included a random student survey. Opinions were mixed, with Mr. Potato Head's fans edging in front. An editorial in the following week's *Archway* played up on the potato theme. "Let's peel back the layers and get to the root of the problem," Editors Lisa Lucchesi '94 and Aziz Meruani '94 wrote. "Many people are getting all steamed up over an ad that was simply designed to attract attention to prospective students and to set us apart from our competition. It seems as if the ad has done exactly that . . . Before this issue gets overbaked, we should face the facts. Bryant is getting a plethora of publicity these days."

National publicity, in fact. *The New York Times* featured the controversy over the ad in its The Media Business column. Then the frenzy was on. The story appeared on page one of the *Providence Journal*, Providence television came to cam-

pus, and at least six local radio stations ran stories or discussed it on talk shows. The Associated Press picked up the story, which then ran in local papers around the country.

The woman behind the advertisements is amazed by all the attention. Regina Harte Ryan, associate vice president for college relations at Bryant, welcomes the controversy. "The purpose of an advertisement is to get someone to stop and read. If people are noticing Mr. Potato Head, they're noticing Bryant. We want them to understand that our graduates have a breadth of opportunities available to them."



▲ Omar Shareef '96, Katie McLean '95, Dale Murawski '96, and a friend model their Mr. Potato Head t-shirts. The shirts show Mr. Potato Head, and the type says "I only have eyes for Bryant College." A limited number is available for \$10 plus \$2.50 shipping and handling from the Office of College Relations, Bryant College, 1150 Douglas Pike, Smithfield, RI 02917. Proceeds go to the Hasbro Children's Foundation.

Mr. Potato Head is not only on everyone's mind, he's now on many people's backs. Students, faculty, and staff have donned t-shirts that were developed in the wake of the controversy. The potato himself appears bigger than life, saying, "I only have eyes for Bryant College." Proceeds from the sale of the t-shirt go to the Hasbro Children's Foundation.

Hasbro CEO and Bryant Trustee Alan Hassenfeld is reported to be thrilled with the publicity, conveniently timed right before the holiday shopping spree.

THE NUMBER ONE PROFESSOR

A Bryant professor has taken the state's top honors in a national competition. Dr. Kumar Chittipeddi has been named "Rhode Island Professor of the Year" by the Council for Advancement and Support of Education (CASE), an international association. Kumar was one of 400 instructors nationwide nominated by their institutions for awards.



▲ Professor Kumar Chittipeddi talks with one of his students, David Cantin '94, about their class.

An associate professor of management at Bryant College and interim director of Bryant's Center for International Business and Economic Development (CIBED), Kumar was recently named chair of Bryant's Management Department. He was featured in the summer issue of the *Bryant Review*.

In a letter of recommendation on behalf of Dr. Chittipeddi, Elaine Mailhot '93 wrote, "Professor Chittipeddi teaches with a style unique to any other pro-

fessor I have had. He comes to class with such excitement and enthusiasm that a student's only choice is to pay attention and listen."

"I like to stimulate the student's curiosity about everything, especially about the intricacies of managing a business," Kumar responds. "My fascination with corporate and business

strategies becomes apparent to the students through a high-energy teaching style. I don't let the students relax in my class."

Born in India, Kumar earned a bachelor's degree in accounting from the University of Bombay, India. He also has an MBA in management from Oklahoma State University and a PhD in business administration from Pennsylvania State University. Kumar joined the Bryant faculty in 1990.

NEW BEGINNINGS AT CONVOCATION

With a theme of "New Beginnings," Convocation 1993 focused on the Class of 1997. Students, faculty, staff, alumni, and trustees were in the audience.

Mathematics Professor Phyllis Schumacher was chosen to receive the Distinguished Faculty Award. "I am truly moved to be selected for this honor by my colleagues," she said. "The success I have achieved is due in large part to their help," Phyllis said. "The dedicated service of others on this campus has been a source of inspiration for me." She joined Bryant's faculty in 1971.

Boston Globe associate editor and columnist David Nyhan was the featured speaker at Convocation. He advised the students, "Do not wear the blinders of greed. Open your eyes to nature, to other people, to the many worlds where money is irrelevant. Learn from people who are successful, not only in business, but also in life."

ONE OF THE BEST

For the fourth consecutive year, *U.S. News & World Report* has rated Bryant one of the top business schools in the country. Bryant ranked third out of 25 business schools across the United States, and raised its academic reputation ranking from fifth to third. Bryant's overall score also jumped from 87.9 to 89.5 out of a possible 100 points, an increase of 3.4 points since 1991.

"We are delighted to be recognized, for the fourth consecutive year, as one of the nation's best business schools," said President Bill Trueheart. "It is deeply gratifying to know that presidents and deans of the nation's universities hold Bryant's academic programs in such high esteem. That is the finest affirmation of our commitment to excellence."



AN EXCEPTIONAL LEGACY

BY JOYCE G. O'NEILL '84

As Bryant students click away at their keyboards, they're not thinking about Sol Koffler, but they should be.

It is thanks to his generosity that the Koffler Technology Center exists today. Originally dedicated as the Koffler Student Center in 1978, it was rededicated in 1987 as the Koffler Technology Center, with state-of-the-art computer equipment and resources for use by students, faculty, and staff.

The Koffler name is a familiar one at Bryant. Sol and his wife Lillian were key figures in the development of the new campus. Through a gift in 1971 - at that time the largest monetary contribution ever made to Bryant - the Koffler Rotunda was named in their honor. In 1989, Classroom M33 was dedicated to Sol and Lillian Koffler.

Bryant students could learn a lot from the success story of Sol Koffler. He arrived in this country in the 1920s from Poland. A self-made man, he earned a living in the early years by working two or three jobs simultaneously, and by boxing professionally, with about 15 matches to his credit. He learned the luggage trade working for American Trunk/Steamer Company, and later as a salesman for Samsonite Luggage. Samsonite later became his biggest competitor. With the knowledge he had acquired, he founded the American Luggage Works in 1932, which became American Tourister, an internationally recognized company.

During his business career, Sol Koffler was granted several patents for products and processes. He revolutionized the industry in the late 1930s by devising a process to bend plywood and produce one piece luggage items. After WWII, he and a colleague in Illinois collaborated on developing a concept to use plastic in the making of luggage. According to his grandson, Lloyd W. Granoff, currently a member of Bryant's Board of Trustees, Koffler risked everything. He mortgaged his



Sol Koffler '70M cuts the ribbon rededicating the Koffler Center.

house and invested all of his financial resources to make the project a reality. The result of this research and development was fiberglass injection. Lloyd calls this process his grandfather's "greatest contribution."

Early in his success, Sol Koffler became a philanthropist, offering financial support to schools, colleges, hospitals, and many other charitable causes. Lloyd remembers his grandfather saying, "Whenever I give money to help others, God gives back to me five times over." Throughout his life, Sol received many honors, and served on a wide variety of committees and boards. In 1970 Bryant College awarded him an honorary degree. Appointed to the Board of Trustees in 1971, Sol actively served for 16 years, and then as honorary trustee until his death. Lloyd Granoff says, "while my grandfather was involved with many colleges, Bryant

always held a special place in his heart, especially since Bryant was the first college to honor him with a doctorate."

President Trueheart recalls Sol Koffler as, "a man committed to making a difference both in society and in business. He established innovative quality standards and transformed institutions devoted to the well-being of his fellow citizens through his generous contributions of time and financial support. Bryant College is deeply indebted to Dr. Sol Koffler for his service, his vision, his devotion to Bryant, and his shining example as a model entrepreneur, trustee, and philanthropist."

Sol Koffler, philanthropist, founder of American Tourister, and Bryant benefactor and trustee, died this summer in Florida.

Next May, Sol and Lillian Koffler will become the first recipients of the Bryant College Archway Award. This award is presented for: exceptional contributions of service, leadership, and/or resources to Bryant College. ▲

CHANGING FACES

Diversity.

The term conjures up images related to demographics;
race and ethnicity, gender, and age included.

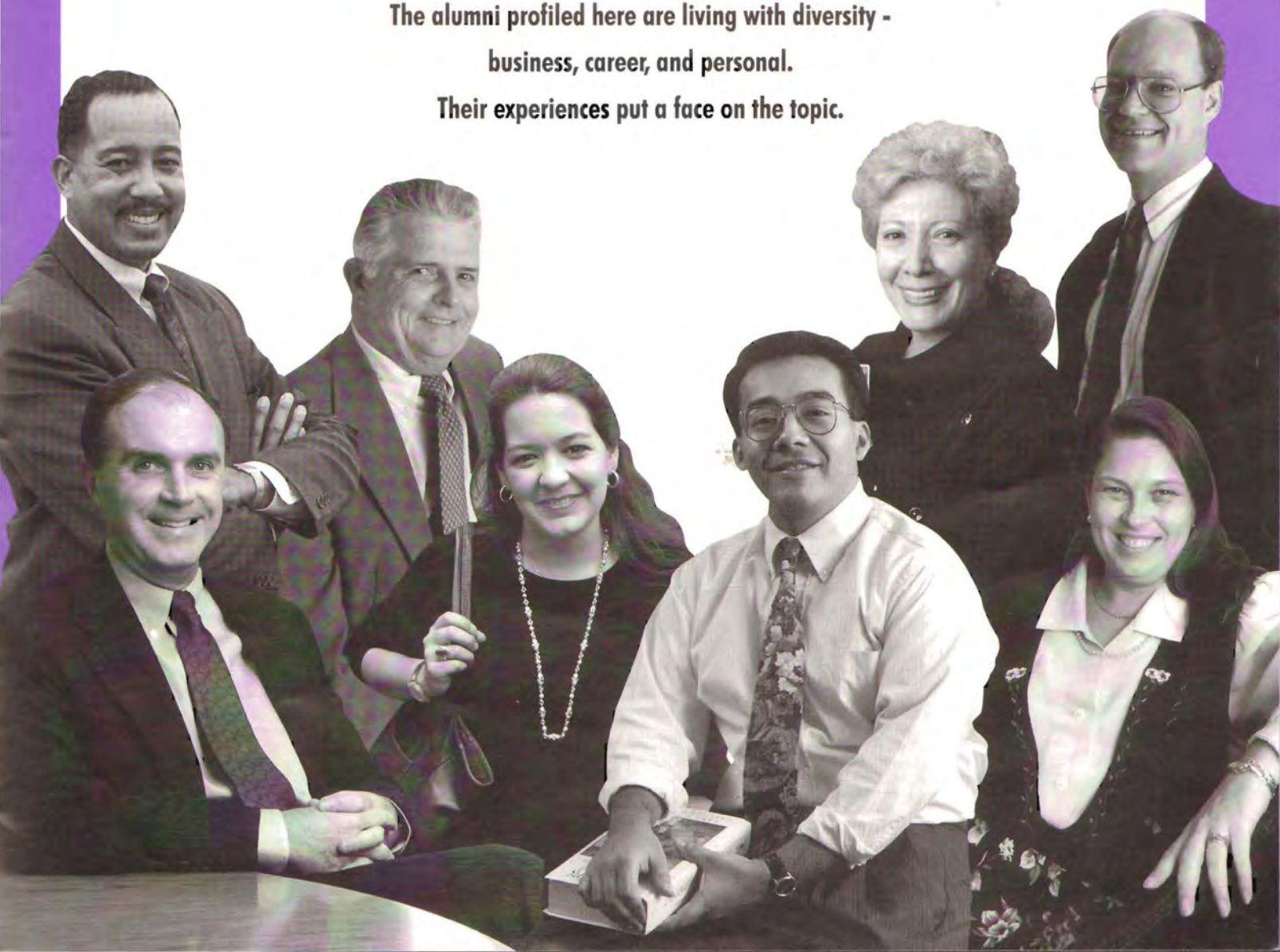
As society evolves, the marketplace and the work force follow.
Businesses must respond, and an altered or expanded product line is often part of that.

Diversity affects business, undoubtedly. It is about more than demographics and products.
Diversity is also about living a varied life, being open to new opportunities.

These pages include case studies that address the many facets of diversity.

The alumni profiled here are living with diversity -
business, career, and personal.

Their experiences put a face on the topic.





LIVES

BY ELIZABETH S. KELLY

Eileen Cioe Jaramillo '63AS '69BS has had nine different careers. Nine. Success, not failure, has instigated the changes that she views as parts of a whole.

"Being the General Manager or CEO of any company is pretty much the same," she says. "Once you learn enough about the industry, you develop your resources and run an efficient business. The 'bottom line' is the same."

Sometimes starting at the bottom herself, other times at the top, "I always went as far as I could go, then became bored with the lack of challenge and something else came along," she says. "The changes have allowed me to stretch my potential and grow both personally and professionally."

As general manager of the Rhode Island Public Transit Authority, Eileen was the first woman in the world to run a large public transportation system. In 1983, she was named National Transportation Woman of the Year. "I became known as a no-nonsense, honest, and truly professional general manager," she says proudly.

Her formal education distinguished her as much as her gender, Eileen says. She earned a master's degree in sociology and economics from Memphis State University in 1973, then started work with a Regional Planning district in Massachusetts as a socio-economist. ("No one knew what that was, but everyone wanted me!") Next she was writing grant proposals to start mass transportation authorities, then she became a transportation engineer, then general manager.

The role of assistant general manager of the Metropolitan Atlanta Rapid Transit Authority came next. In a system that is 50 times the size of Rhode Island's, Eileen was responsible for human resources and administration. "We had 3,000 employees and they probably had 3,000 problems," she recalls.

Looking for something "a little more glamorous than buses and railroads," Eileen became an economic troubleshooter for Westinghouse's cable television systems nationwide. When she tired of the travel, she headed for Boca Raton, Florida, as general manager of their award-winning station there.

"Throughout all my careers, I have tried to help people," Eileen says. "It used to be free rides for the elderly or handicapped. Now I make people rich, or as rich as they want to be. It has become sort of a 'mission.'"

She makes people rich as a certified financial planner for IDS Financial Services, an American Express Company. Eileen started "at the bottom" there after her cable station was sold. She was ready for a rest, she says, but it appears she hasn't had much. Seven years later, Eileen is a Gold Team Planner, among the top two percent of the country's 8,000 financial planners.

Eileen says her current career is her last. Maybe not. She and her husband are combining their business talents on a joint venture: a garment she has designed that is similar to a sarong. Already developing the marketing pitch, she calls it the Boca Butterfly, describing it as "fun to wear, easy, and care-free." Her husband, who has retired from a career in international marketing with Pfiser Chemical Company, will manage the business that they started with "no money." This poses a challenge that Eileen simply cannot resist. "This is my area of expertise," she says. "It will be interesting to see how a concept, a plan, and product distribution can lead to a successful business enterprise without raising any money."

Their partnership is a success, both personally and professionally. "At first I thought it would be difficult adjusting, especially since I had been single and never even had a roommate. However, love conquers all!"

Her husband is an immigrant from the Philippine Islands, and Eileen says that blending their cultures isn't very difficult. "My husband comes from a very strong Catholic, ethnic family and so do I." For their wedding in Rhode Island last year, their families came from all over the world to celebrate. A traditional Italian seven-course dinner was complemented by 1,000 egg rolls.

"We believe in 'Once upon a time,' and 'happily ever after,'" she says. "We lead our lives for our family, our friends, and others who need us. We want to do everything we can to leave a legacy."

Eileen Cioe's legacy will likely be as varied as her careers. ▲



Do you know her?
Eileen Cioe '63AS '69BS
is a top financial planner
for IDS American
Express.

Twenty years ago, Jose Gonzalez '89 couldn't understand English. Now he teaches it to college students.

His is an American success story that began in El Salvador. When he was eight-years-old, Jose and his family left the familiar for the unknown when they immigrated to the United States. "It was difficult to move and not know the language," Jose recalls. "I started third grade in an English-speaking class knowing only three words of the language: yes, no, and banana. I was forced to learn English." To accomplish this, Jose used any means available; teachers, neighbors, and television. "Gilligan's Island was a real favorite," he jokes.

As his education progressed, so did his interest in writing, and becoming a teacher himself. However, when it came time for college, Jose chose Bryant over institutions that offered degrees in those areas. "Bryant offered me different directions and flexibility," Jose says. "I thought Bryant and its communications program would give me more options." He has gone on to earn an MAT in English from Brown University and is currently completing a PhD in English from the University of Rhode Island.

Jose's communication degree helps him pursue his other goal of becoming a novelist. In fact, he is already a published author; it's an article about author Eugene O'Neill and it recently appeared in *The New England Quarterly*. Writing provides a different type of satisfaction for Jose. "Teaching is audience-oriented; you do it for other people. Writing you do for yourself," Jose says.

Jose finds his audience at Three Rivers Community Technical College in Norwich, Conn., where he is an instructor in composition and humanities. It's an atmosphere that he appreciates.

"I find that students here are really committed to knowledge; not just to good grades. They're showing me how to teach and what teaching really is. It's a day-by-day learning process for me," Jose says. "My students want a lot from me and I get satisfaction by teaching them the process of learning. Many have always had potential but didn't know how to use it or haven't been shown how. I don't want them

just to remember content; I want my students to learn the critical thinking process."

Jose has set an ambitious agenda and it requires that he spend extra hours outside the classroom with his students. "Often it's more important than the time spent in the classroom," Jose says.

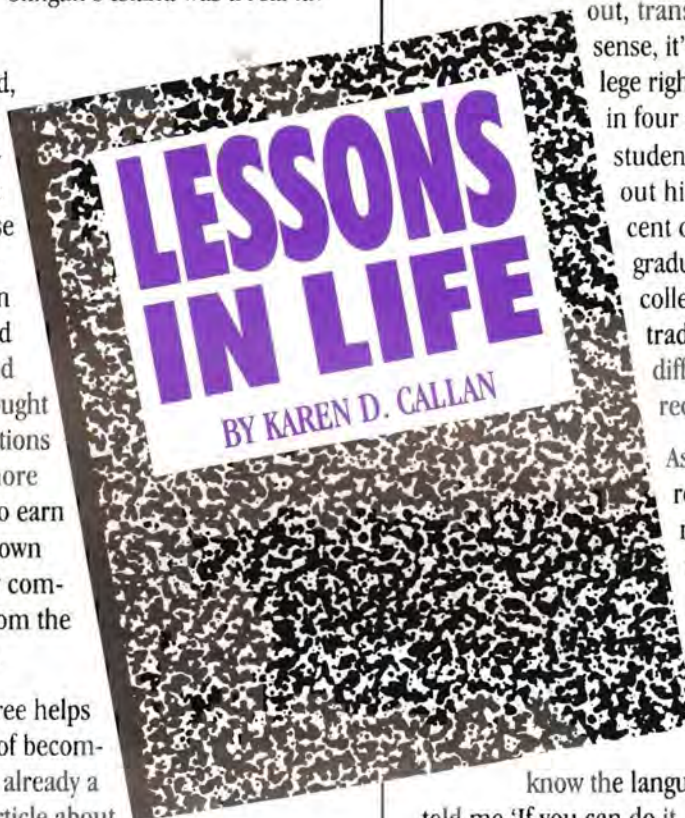
"Community colleges provide different challenges and satisfactions than four-year institutions," says Jose. He disagrees with those who are quick to label this population as non-traditional. "Most college students either wait to go, drop out, transfer, or change majors. In that sense, it's more non-traditional to go to college right out of high school and graduate in four years. Only a small percentage of students actually do this." Statistics bear out his point of view - less than 50 percent of students at four-year colleges graduate within six years. "Community college students are considered non-traditional simply because they take different routes than what's usually recognized."

As one who has taken a different route himself, Jose has a lot in common with his students, a fact that often surprises them. "I explain my frustration at having to learn a new language as a child," Jose says. "I've found that 99 percent of all students also get frustrated with writing, even though they know the language. A couple of my students have told me 'If you can do it, then I can too.'"

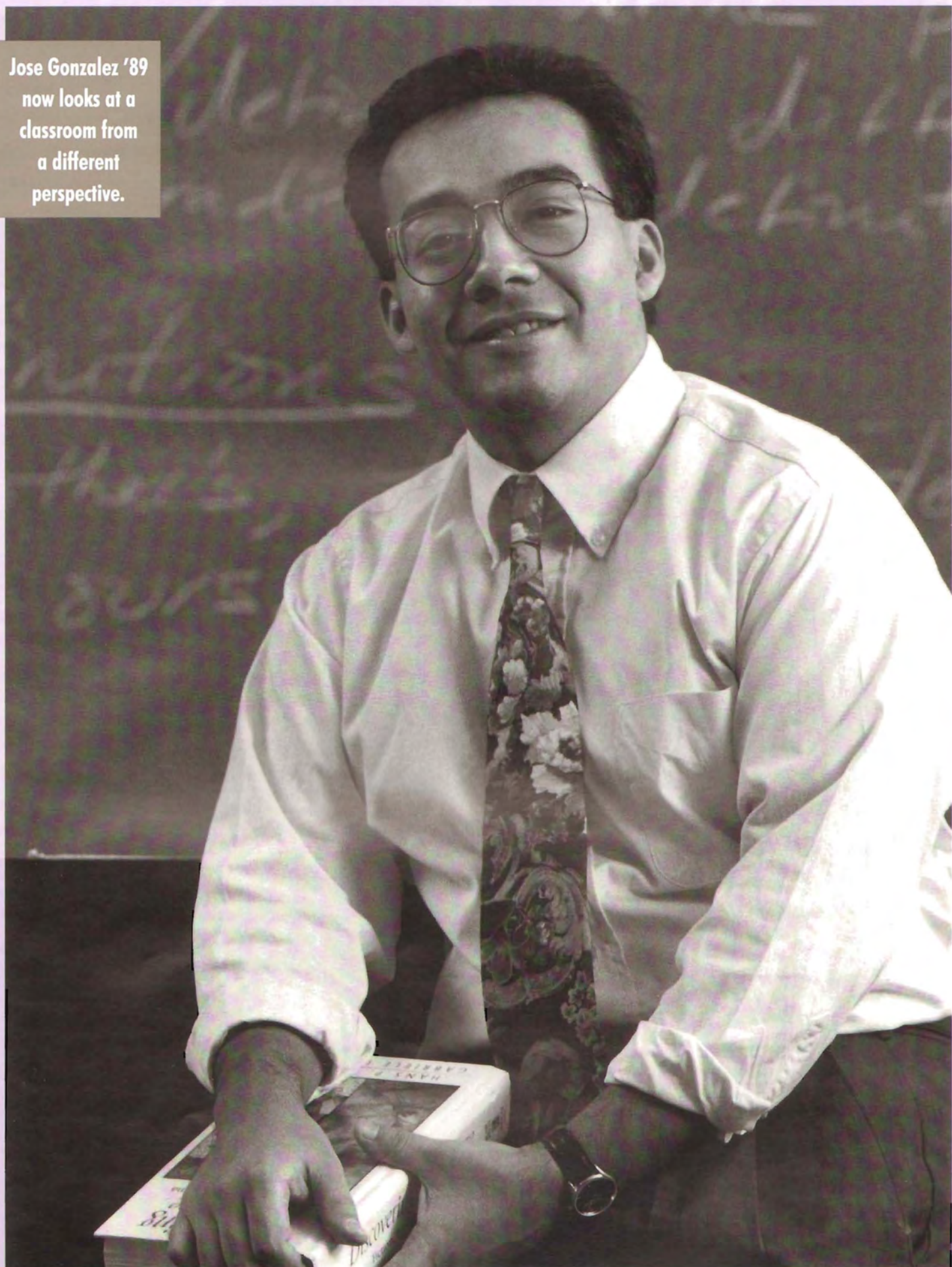
Jose understands the value of learning by example. Much of his inspiration to be a responsive, caring teacher comes from Berta Hysell, the director of Bryant's Office of Multicultural Student Services. "Berta has been a major influence and role model for me," he says. "She taught me great motivational skills that I bring to class to inspire my students."

Planning a long career in education, Jose hopes his students will remember him with that same type of appreciation. "I want them to say that I raised their confidence - that I gave them the ball to run with. I would feel like a failure to hear them say 'I can't do that.'"

Jose does more than teach. His life is a lesson in just what one person can achieve. ▲



Jose Gonzalez '89
now looks at a
classroom from
a different
perspective.





As manager of
employment for a
government contractor,
Carl Cannon '73 faces
many challenges.

A WAY OF LIFE

BY ELIZABETH S. KELLY

Diversity is a way of life for Carl Cannon '73. It is his business. Carl is Manager of Employment/Equal Opportunity Programs for Washington Gas Company in Springfield, VA.

Since 1990, Carl has been responsible for staffing this natural gas distribution company, which has 2,500 employees. "I am driven to provide the best suited and qualified candidate for a job, regardless of their race or gender," Carl says. He has a strong pool to draw from. "The Washington DC area is diverse by nature. There's a constant influx of new and growing talent. Many people migrate here; natives of DC are a minority." Carl should know, he's a native himself.

Washington Gas is a federal contractor, so compliance with Equal Employment Opportunity and Affirmative Action laws is a requirement. That's more than hiring. Carl also monitors staff departures to ensure that there is no disparate exodus among minorities, women, or the disabled. He and his staff also assist in the resolution of employee disputes.

Requirements aside, Carl sees a diversified workforce as a strength. "Diversity provides a synergistic effect," he says. "The contributions of people from different backgrounds create a greater whole."

"There has been a lot of talk about Workforce 2000. Well, it's here now in Workforce 1993. Management has to change its thinking and realize that minorities and females have much to offer. By the year 2000, it is estimated that less than 14 percent of the workforce will be white males. It's important to recognize that."

Carl recognizes that his varied background is among his strengths. "I offer a breadth of experience that sometimes allows me to add a different perspective to mediations. I can see employees' problems differently," he says. His career has included being a first line production supervisor for Dupont de Nours Inc., a salesman of men's clothing, and accounting supervisor for a major department store. He joined Washington Gas in 1982 as a co-op student while pursuing an additional degree at the University of Maryland and was promoted to accounting supervisor in six months. Three years later, Carl moved into human resources to manage the company's 401k plan.

"I came to Washington Gas with an unusual attitude," Carl recalls. "I set out to hire myself an employer. I made an excellent choice; I know I can grow here." It is his goal to become a company director or vice president.

"I like to share my experiences with students," he says. "Young people don't understand the corporate environment. I try to assist them in understanding how to achieve promotion in a corporation."

Much of his attention is focused on current and prospective Bryant students. A member of the Bryant Enrollment Support Team (BEST) Network, Carl attends College Fairs in his area to talk to high school students about Bryant. He has also returned to campus to discuss his experiences with current students. And he's interested in an alumni chapter developing in Washington, DC.

Carl's renewed interest in his alma mater began when Bill Trueheart became president of Bryant. "When I met Bill, I made a commitment to him to assist his presidency in any way." Carl has kept his promise.

"My Bryant experience was a success," Carl says. "I don't know if I could have gotten everything I got at Bryant from any other school. It more than prepared me for my career."

His choice of Bryant was "a shot in the dark," Carl says, remembering that he had not visited the school or known much about it. "I went to predominately black schools and was looking for a different experience." He got it.

During Carl's college years, Bryant moved from the East Side campus to Smithfield. "This was an extreme change," says this alumnus who spent two years on each campus. "On the East Side, many buildings were old and very spread out. Suddenly there was the Unistructure. It was fascinating. The facilities were incredible. It was definitely a good move."

Since then, Carl's career has included many good moves. By sharing his experiences with Bryant students, Carl's helping to ensure that their careers will, too. "I try my best to assist anyone who will be coming into the corporate environment," he says. Present and future Bryant business leaders know how true that is. ▲



A WORLD OF OPPORTUNITIES

BY KAREN D. CALLAN

Alicia Almagro '86 doesn't wait for opportunity to knock; she goes out and finds it. And what she can't find, she creates, in both her personal and professional lives.

Alicia is a second vice president at Chase Manhattan Bank in New York City, performing risk analysis in Latin America. She says she would have never cast herself in the role of an international banking executive, travelling 75 percent of the time. "If you had told me when I was at Bryant that I would be working for Chase Manhattan, living in New York, and travelling to Chile, Venezuela, and Argentina, I never would have believed it," Alicia says. "Where you thought you would be and where you actually end up can be so different."

Such early career success may seem unreachable to some, but Alicia never expected any less for herself. "To be successful, you have to take control of your own career and look for opportunities," she says. "People don't hand you promotions, raises, or careers, you have to find them."

If there's a downside to Alicia's international career, it's that she travels alone, and she admits that it's a very tiring lifestyle. However, she has learned to keep things in perspective. "I work long hours during the week, but on weekends I love to do things outdoors. It keeps me sane. I find my balance with nature," she says, citing hiking as a favorite that she enjoys both in Connecticut and Latin America.

At home, Alicia takes full advantage of the variety offered by the city. She says, "There's so much to do — opera, museums, concerts — that I'm never home, even on weeknights. You have to take advantage of the city; that's why I pay the rent to live here." Her interests range from pottery to racing sailboats to gourmet cooking. "I'm a pretty diverse person. In fact, I'm the most diverse person I know," she says with a laugh.

Combining her interest in cooking with her business education, Alicia has created an opportunity for herself at the Natural Gourmet Cookery School by trading her business skills for free courses. She also volunteers at the James Beard Foundation, a non-profit organization, assisting world-renowned chefs in the kitchen.

City life is not always glamorous; Alicia experiences its harsher aspects, as well. "I always knew there were a lot of homeless people in this country, but here it's so visible, you're much more conscious of it," she says.

When Alicia's travel schedule allows, she volunteers and spends the night at a shelter for homeless women. "I won't give money to people on the streets because I don't know if they really need it or how they'll use it, but I feel I should give my time for those willing to seek help," Alicia says.

"I have found that the city is full of diversity, both good and bad. Living here has really opened my eyes."

It has opened her mind also. Since moving to New York, Alicia has earned an MBA with a concentration in finance from Fordham University, and an MA in math education from City University of New York. Both will allow her to keep her options open, since she doesn't see herself following a traditional corporate career path.

Alicia hopes some day to teach ethics. "Long term ethical thinking is the way the world is going," she says. "I hope so, anyway. I know my life certainly is. The 'me thing' is over; it's an 'us thing' now." She views teaching as "a two-way street — I'll learn as much as they will. I want to teach so I can learn." And Alicia would never miss an opportunity to learn something new.▲

Enjoying the variety of the city, Alicia Almagro '86 visits a street market in New York.



BUSINESS AS USUAL

BY ELIZABETH S. KELLY

At Warren Equities, Inc., diversifying the product line is business as usual. The company's promotional materials are littered with terms such as "diversification," "flexibility," "expansion," and "innovation."

The emphasis is working. Over \$600 million in annual sales makes Warren Equities one of the largest privately-owned companies in the country. Its 12 divisions include a wholesale oil marketing company, a network of retail heating oil companies, 250 gasoline stations, 150 convenience stores, a wholesale tobacco and confectionery distributing company, and an environmental clean-up company.

"We don't get involved in things we don't know," says Warren Alpert, the company's sole owner. "In this company, what we're interested in is oil. That's how it all started."

He started as an internal auditing trainee at Standard Oil of California. When gas station franchises became available a few years later, he went east, "to make some money." In 1950, he started Warren Petroleum Corporation.

For company vice chairman and former president Ed Cosgrove '49, it all started with oil, too. Ed co-owned a gas station franchise while still a student at Bryant. Not long out of college, he joined Warren Petroleum as office manager. "On my first day, the boss took one look at me, told me to take off my jacket and tie and start unloading a truck. That was on-the-job-training!"

"When I met Warren Alpert, I could tell the company was going to grow," Ed adds. "He was determined to expand the business and there were going to be a lot of opportunities. Warren still says, 'Let's expand.' And it's always into something that will meld with what we're already doing."

The company's diversification comes from seeking the lowest price on products already needed. Gas stations brought wholesale gasoline marketing. One fuel led to another: the retail heating oil business. Gasoline and convenience product sales were combined. Distributing convenience store products lowered overhead. The high cost of hazardous waste clean-up provided incentive to managing the process instead.

It didn't take long for Warren Equities' side ventures to take on a life of their own. The companies are not solely dependent on one another. For example, the environmental company also

cleans competitors' facilities and the merchandise distributorship is now responsible for \$115 million in revenue.

This kind of cooperative but independent diversification is central to the company's success. "We would not bet the ranch on anything," Ed says. "We're very conservative."

"We do like to take on different challenges," says John Dziedzic '79, the company's treasurer. "But not everything works. We've been in and out of a few businesses, like tires, security, wholesale and retail liquor. We always start small. When it works, we grow it."

John himself has grown with the company, and quickly. He started in 1985 as a financial analyst. Within six months, he was promoted to controller. The treasurer post came in 1989.

"It was a career dream to become controller in my lifetime," John says. "After that it was easy. Now what I want is to learn as much as I can about the business and help the company and its people grow."

An emphasis on people has been central to the company's development. "The key to diversifying is finding the right people," John says.

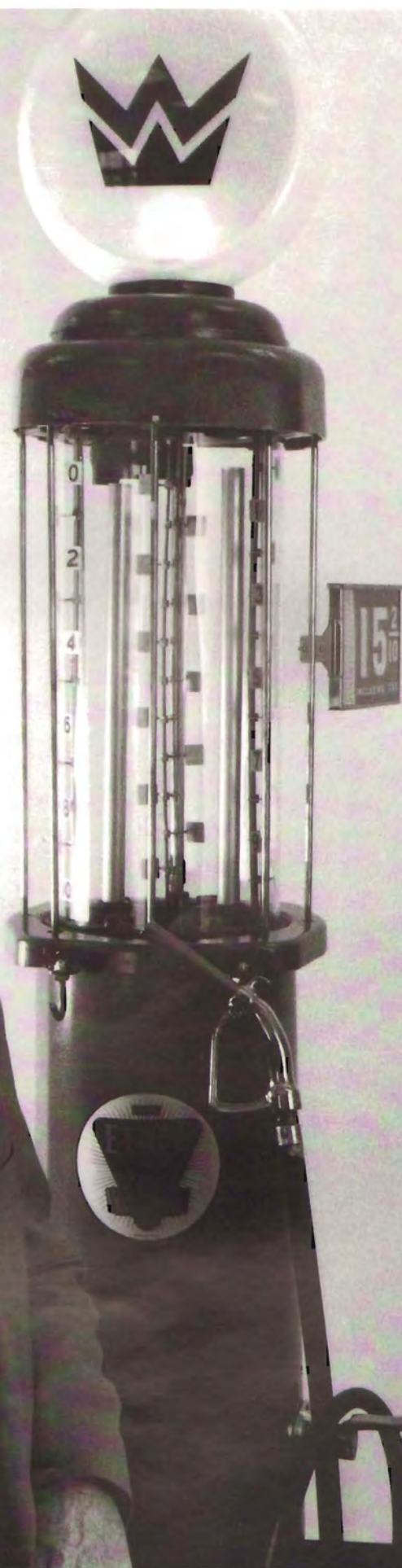
"Without people you have nothing," adds Ed, who recently retired as corporate president. "Without people you can't function. With people you can climb Mt. Everest every day. That attitude starts with Warren and goes to every employee."

"You cannot work without the cooperation of your people," confirms Warren Alpert. "I get advice from anybody that I think can help me. I don't know all the answers."

He is looking for a lot more than business answers. Much of his fortune goes into the Warren Alpert Foundation, which rewards breakthroughs in research into major diseases. The foundation is treated like a business venture, and is given equal time in corporate literature. "The purpose of amassing wealth is to do some good," it says. "To continue to give, we must realize the importance of running a financially strong and profitable company."

Under the leadership of Warren Alpert, Ed Cosgrove, and John Dziedzic, profits are certain. So is the financial strength that they have built on a carefully diversified product line. ▲

An old
gas pump
reveals the
corporate roots
of Ed Cosgrove '49
and John Dziedzic '79.



Community service
lightens the life of
banking executive
Joe Duffy '69.



Joe Duffy '69 has pursued a very successful career in banking. Still, he was on to something when he chose marketing as his major in college. He really knows how to sell, and his favorite product is Bryant.

"There's nothing that Bryant College could ask me that I wouldn't do," he says. This has proven to be true, despite his living 3,000 miles away. In fact, Joe is using his California location to have an impact. As a Bryant Enrollment Support Team (BEST) Network member, Joe hosted a reception for prospective students from California, wrote them letters, and called them to talk about the College. He was a catalyst in the formation of the California alumni chapter, was National Fund Co-chair last year, and was elected a Bryant trustee.

"Being invited to become a trustee of my alma mater was very much of an honor," Joe says. "Trusteeship made Bryant College a priority in my life. That won't end; it will last a lifetime. Bryant College is deep in my soul."

When he came to Bryant, "I immediately felt that I belonged here," he says. "I remember my graduation day; I didn't want that day to end. I was so proud to have gotten a Bryant degree. It was my entree to the world."

"Bryant is a very different institution on this campus than it was in Providence. I could be nostalgic, but I'd rather be part of Bryant's present and future. Bryant was about education, not buildings. It still is."

Part of that future is expanding geographically, a direction Joe endorses. "Bryant represents a certain quality of education and student life that they don't have in California," Joe says. "Becoming diverse geographically will enrich everyone's education by being representative of the world. Students have to think of themselves as part of the global society."

"Diversification is about being exposed to different things, different people," he explains. "And it is about gaining

access to new things. What made me better than my roots is access and exposure.

"By meeting alumni like me, and finding out who I am and where I came from, students see a package that represents a very good picture of what they can expect with a Bryant education," Joe says. It is a good package, indeed.

Joe is the managing director of the Chase Manhattan Private Bank. He began Chase's California operation and is the former president of Chase Manhattan Trust Company of California. ("I agreed to be president for a limited time," he says. "I'd rather manage money than people.") He's back doing what he likes, and does, the best.

Joe is remarkably calm, considering he makes million dollar decisions on a regular basis. "I learned to manage stress a long time ago," he says. Exercise is important to him, as is keeping his personal and professional lives separate. He never takes work home; "almost never," he qualifies.

His Bryant involvement is typical of Joe's community service. He serves on the Board of Directors of the Santa Marta Hospital and the National Association for Student Nurses in New York, and is chairman of the board of the

Santa Marta Hospital Foundation. He is vice chairman of the Archdiocese of Los Angeles BASICS Campaign for Catholic School Education and on the board of the Archdiocese's Serra Ancillary Care Corporation for the treatment of AIDS in Los Angeles.

Further advancement in banking is not Joe's plan. Instead, he'd like to apply his business skills to running a non-profit organization like those he's involved with. "There's a second chapter to my life that will be the most contributory," Joe says. "I'm here to make a difference."

Bryant students from California and beyond know that Joe Duffy has already reached that goal.▲



UNDERSTANDING DIVERSITY ON CAMPUS

► At Orientation in the summer, parents of new students participate in a program called "The World is Our Campus." A video from the Anti-Defamation League is used, called "Facing Differences: Living Together on Campus."

► Freshman Experience at the beginning of school includes a program focusing on "Discovering Differences."

► Training for student leaders includes developing an understanding of diversity on campus and in society. Resident assistants recently sponsored a lecture about diversity by sociology Professor Judy McDonnell, called "Breaking Down the Wall."

► Student leaders use "Spot It Education" to challenge stereotypes by providing information about topics currently affecting society, including "What You Can Do About Prejudice and Violence."

► The theme of last year's Black History Month was, "With Unity We Can Make a Difference." A Gospel choir, movies, and social events were open to the whole community. Women's History Month was celebrated with films, discussions, and lectures available to all.

STUDENTS SHARE THEIR THOUGHTS ON DIVERSITY

WHAT IS DIVERSITY?

Someone or something that has many aspects, someone with an open mind and heart to new ideas.

A diverse person is aware of many cultures around him or her and applies the things they learn to their everyday life.
JOANNA POWERS

Learning, experiencing, and understanding different cultures.
WAYNE STEPALAVICH

Extending limits from within a country and being able to open up to other cultures.
KAREMIE WILLIAMS

Diversity is a mixture of ideas and beliefs.
PAUL AMES

Dealing with many types of people (in ethnic backgrounds and religion) but also with diverse personalities.
BEN HILL

Different backgrounds, students accepting others, not trying to pull others into their own culture and belief.
MICHAEL KOSIOR



Bryant's faces include (back row) Paul Ames '95, Shah Jaafar '94, Michael Kosior '96, Marc Perry '95, Russ Figley '96; (front row) Joanna Powers '96, Jane Porter '96, and David Pildner '96.

IN SOCIETY, BUSINESS, AND THEIR OWN LIVES.

WHAT IS DIVERSITY IN BUSINESS?

Diversity in business is finding a characteristic or niche that separates your business from your competitors'. Utilizing your skills to separate yourself from the competition.

DAVID PILDNER

Target markets, products, and teams all contain diversity.

STACEY HUGHES

From a finance point of view: different investments and a diversified portfolio with a mixture of stocks and bonds.

PAUL AMES

Different products, marketing schemes, human resource strategies, and people.

RUSS FIGLEY

Understanding the many aspects of different cultures, all of which aid in the development of one's business and mind.

JANE PORTER

DO YOU CONSIDER YOURSELF TO BE A DIVERSE PERSON?

I have a lot of friends of different backgrounds. I judge my friends by their personality, not by their race, color, or religion. I would not do this even if I could see them. It is not their appearance that counts.

MICHAEL KOSIOR

I have always been taught that the more diverse a person you are, the easier it will be to travel down the windy road of life. Realizing that changing your life's direction is acceptable is the first step to becoming more diverse.

MARC PERRY

I am open and accepting of other cultures. One must understand other cultures, perhaps by traveling. What better classroom than the world? If the opportunity comes, everyone should take the chance to learn more about themselves and other cultures.

SHAH JAAFAR

No one can be fully diverse. There is always some culture, society, or even opinion that we don't understand completely. It is everyone's responsibility to enhance their knowledge and this starts with acceptance.

JANE PORTER

BRYANT FACES

Paul Ames is a junior finance major from Pennsylvania who has lived all over the country.

Russ Figley is a 27-year-old sophomore marketing major from Ohio. He served in the US Navy for six years.

Ben Hill is a finance major from New Hampshire who's a resident assistant.

Stacey Hughes is a freshman accounting major from California.

Michael Kosior is a sophomore computer major from Rhode Island. He is the first blind student to attend Bryant.

Shah Jaafar is a senior management major from Malaysia. He's a resident assistant and a Project Venture counselor.

Marc Perry is a junior communications major from Connecticut. He's a resident assistant who wants to become a psychiatrist.

David Pildner is a 26-year-old sophomore accounting major from Ohio. He has not decided on a major.

Jane Porter is a sophomore marketing major from Maine. She's a student senator and a resident assistant.

Joanna Powers is a sophomore commuter from Rhode Island and a history major.

Wayne Stepalavich is a management major from Rhode Island. He has studied in Scotland.

Karemie Williams is a junior management major from Australia. She transferred to Bryant from the American College in Switzerland.

Faculty Perspectives on **DIVERSITY**

What does diversity mean to you?

McDonnell: When I hear of diversity, I think of the variety of groups representing our population, and not just along racial and ethnic lines. There is religion, lifestyle, sexual preference, age, etc.

Bingham: I look at it as a business person. To me, it's to position yourself differently than others. If you don't grow, you



management, market diversity imposes significant challenges to the manufacturer in terms of the need for flexibility. At the same time, there are challenges in terms of the work force available, which has become increasingly diverse. And the environment in which we manufacture a lot of goods and services has become more diverse as we become global. We've become subject to different economic, political, social, and legal environments.

I get the impression that diversity is exploding. Within the organizations in which we are attempting to meet these diversity demands, there's the move to the so-called boundaryless organization, which creates tremendous internal diversity.

Bingham: We have a combination of a diverse group of people hired to make the products for an increasingly wider global environment.

a numerical majority. For the first time, I think, the composition of the work force is undergoing a tremendous change. Organizations have to be responsive to this change and manage it.

Bingham: With our mix today - the influx of women in the labor force, people of color, different cultures, different backgrounds, internationalization of the marketplace - diversity has to be a hot topic. Added to that, I read recently that 50 percent of our labor force may be functionally illiterate.

Wilson: Many areas are becoming more complex and more technical while our work force is becoming less educated. We have a real issue in the hiring and retaining of qualified people to do the job because the nature of the work has changed.

Conti: In traditional manufacturing, workers operated on their own with little interdependency, either in batch manufacturing or in high-speed mass production where they were linked together by impersonal conveyers. Now, in modern manufacturing, we link people together in workflow relationships. We organize them into

"Many times people don't want to confront their own feelings about differences."

SHIRLEY WILSON, PhD

Assistant Professor of Management since 1992

12 years in human resource management in the utility industry

die. It all seems to evolve around the marketing concept, which in its most simple form states that you must give people what they want or they'll go someplace else and get it. Business has to do the same thing; otherwise it will become stagnant and die.

Conti: Manufacturing has to recognize that market demands are increasingly diverse in terms of variety of product and shorter product life cycle. Looking at it from the standpoint of manufacturing

Wilson: I see diversity as people differences. I look at race and ethnicity, gender differences, age differences, all of the educational differences, and lifestyle differences.

It seems that diversity has become one of the "hot" topics in society. Why is that?

Wilson: It's projected that by the year 2000 white males will be in the minority in the business world. At the same time, females and people of color are becoming

autonomous teams with a high degree of interdependency.

A disturbing problem came to light in a recent broad-based study of about 3,000 workers. Over 50 percent of the workers indicated that they prefer to work with an individual of the same age, race, gender, and education. What was really disturbing was that there was no difference in that percentage - a little over 50 percent - in the group below age 25 or above. And so the feeling that somehow our younger

workers are better equipped to cope with a diverse work force is really not true. In the face of more flexible needs in manufacturing to meet more diverse marketing, we face this dual challenge of unwanted diversity in the work force.

What kind of challenge does it pose to a manager not only to manage a diverse work force, but to manage people who are resistant to diversity?

"The feeling that somehow our younger workers are better equipped to cope with a diverse work force is really not true."

ROBERT F. CONTI, PhD

**Assistant Professor of Management since 1990
Co-founder and former executive vice president of a leading
manufacturer of commercial appliances**

Wilson: The implications for management are tremendous. Managers are naturally going to have to have better management skills to be sensitive and aware of the needs of a more diverse work force. It's always easy to manage people who are the same. Along with diversity comes a whole set of needs of each group and issues that management has to deal with concerning each group. Management has to undergo a tremendous amount of sensitizing so that they can understand these issues and deal with them effectively.

McDonnell: There are now more legitimate categories of people within this broad term called diversity. We have to be sensitive to more categories than in the past, particularly in terms of the work force. There are categories of people who are actually demanding more sensitivity and consideration as groups. We're talking about society from different centers and different points of view and reference, not just one, not just the white point of view. Now all sorts of things are legitimate concerns for our society and our businesses.

Is more attention being paid to diverse groups because of sheer numbers?

McDonnell: In some cases, groups have reached a critical mass. But if you include the gay and lesbian population as a group in a consumer-diverse society, they don't even know what their numbers are. But they've become highly politicized, are more organized, and are making more demands. So, for instance, some companies are

developing health insurance policies for same-sex couples. For that group of people, it's a polarization of enough of them so that they are able to influence the system. It's part number and part visibility.

Conti: I think it's probably a critical mass of visibility and power and the proliferation of these identifiable groups who take identifiable positions. There's a requirement in management now to exercise a degree of vigilance in all areas that just didn't exist in the past.

How can a company be successful in an increasingly diversified society?

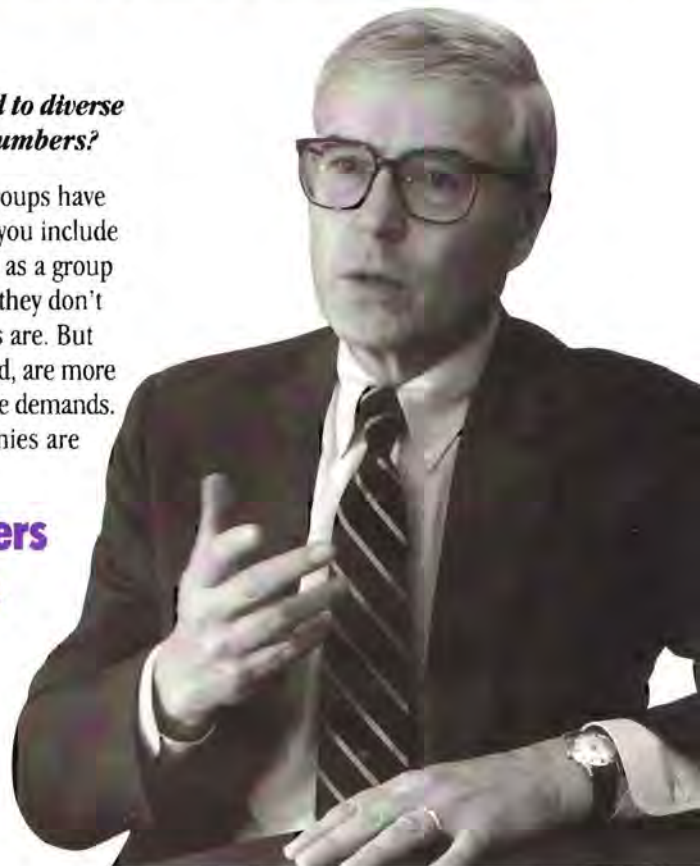
Conti: What's happening increasingly is corporate strategy is based not only on market positioning but on evaluation of internal resources in a circular relationship. What are the market opportunities? Where are our resources? Where can we find matches? Increasingly, the challenge of finding those matches is affected by diversity. As society becomes more diverse, its needs and wants change. Compound that with changes in technology that

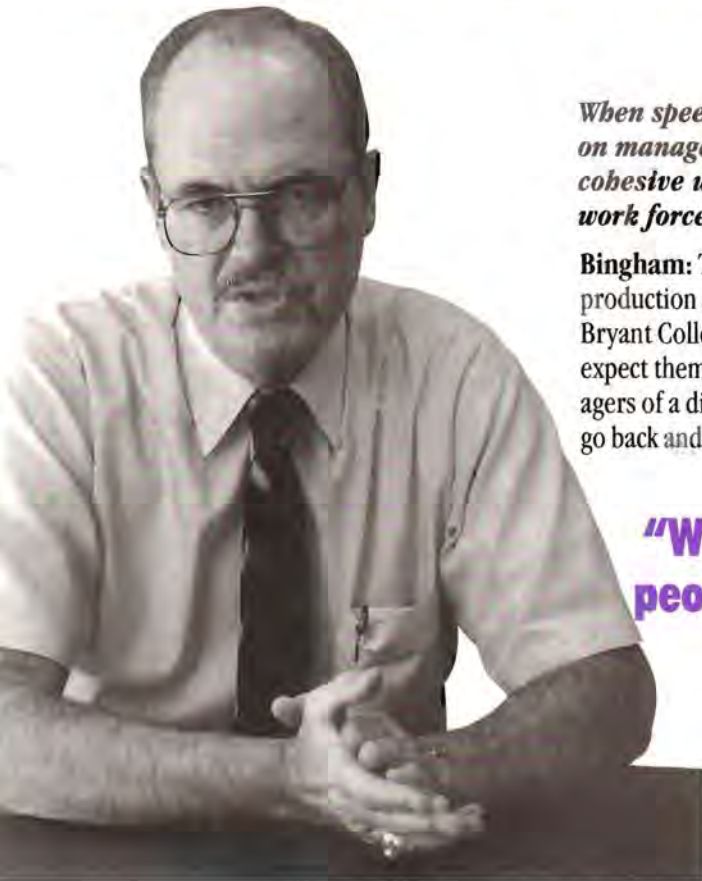
generate new products and new wants and needs, and you face tremendous diversity in the area of sales marketing, product development, and manufacturing.

Bingham: When marketing takes that product line, we're faced with the very real possibility of about a 90 percent failure rate. You've got to be very careful. Where can you market your product intelligently and get the needed return?

Conti: This low probability of success also affects the speed of getting products to market. If the probability of success remains relatively constant and low, the only way you increase the number of successes within a given time period is to introduce more products.

The major difficulty that firms encounter is called "concurrent engineering" – instead of designing the product and then turning that design over to manufacturing and having them design the process, it's done simultaneously. You get a better job, and it's much faster.





When speed puts greater pressure on management teams to make a cohesive whole out of a diverse work force, can managers respond?

Bingham: That takes time. I can't take the production supervisors and send them to Bryant College for a three-day seminar and expect them to become wonderful managers of a diverse workplace overnight and go back and perform miracles. It just

management people or the production supervisors involved that if they don't adjust and learn fairly quickly, it could hit them in the pocketbook. That they'll understand.

How does the United States compare to other countries in diversity of marketplace and work force?

Bingham: The former USSR had 12 different republics and six different time zones.

"We have a combination of a diverse group of people making the products for an increasingly wider global environment."

FRANK G. BINGHAM, PhD, EdD
Professor of Marketing since 1981

**15 years with Textron, Uniroyal, and Southern Cross industries;
10 years operating a large retail business**

But there are significant problems in having individuals who have never really worked together being forced to work together and make tradeoffs, as compared to the old style of complaining to their colleagues about the terrible job that the other group did. Some firms - most notably recently, Chrysler with the LH series of cars - successfully almost knocked heads to get groups to work together. This was an example of individuals who were very homogeneous relative to their background, race, education, and training, but very diverse functionally. Just that level of diversity, created a great deal of conflict and challenge.

Bingham: One of the things that Bob is referring to is "time to market." If it takes a long time to get that product out to the market, the competition may have seen it and technology may have already made it obsolete. So "time to market" is very, very important. Now, step back and consider your diverse work force and making it click, so that you can keep "time to market" within some kind of bounds to have the product in the market before it's obsolete.

doesn't happen. There are attitudes, opinions, beliefs that they've had for 30, 40, or more years that don't just change overnight. I suppose education is the place to start, but it takes time. Whether it's going to happen in this century, I don't know.

Wilson: Just getting in touch with those attitudes, beliefs, and issues is a very difficult thing to do. If we look back 20 or 30 years ago, most workers did not really have to confront these issues. Now, because the work force is so diverse, we're forced to deal with those issues. And sometimes it's a very painful and difficult process. Many times people don't want to confront their own feelings about differences. It's a problem that everybody has to be willing to address, and many times they're not. It's a very difficult task, but it's something that has to be done. So if education can start, even in small increments, it will help. But it's not something that's going to happen overnight.

Bingham: Probably the only way that you can get a real quick impact is to show the

I'd have to say that they're quite diverse. However, if you look at Ireland or England or Germany or France or Japan - you're not looking at a very diverse work force.

McDonnell: In terms of the way we've been talking about diversity, the United States is probably one of the most diverse countries of all. And because of that, there's incredible potential and unique challenges.

Wilson: The United States has a type of diversity, ethnic/racial diversity, that many other countries don't have. Those issues have to be dealt with in the workplace. The challenges that United States managers face are probably unique to this country.

Is there a risk that the United States will be eclipsed in the marketplace by countries that don't face these kinds of issues?

Conti: I don't think so because it's only one factor among many. As long as we can compete effectively with technology with regard to the way that we deliver our products and services and most especially, the

way that we organize and use the work force, I'm confident that can happen. Combined with some of the unique strengths that we have in the areas of technology, I don't see any reason why United States firms can't be globally competitive.

Bingham: I agree with Bob completely. There are major problems in most of the major countries of the world. I still think through technology and education, we'll be all right.

If a company in the United States doesn't respond to changes in the marketplace or in its work force, what are its chances for survival?

Bingham: If it doesn't change its product line or its product mix, it's doomed. If it doesn't go after the right segment in the world, it's doomed.

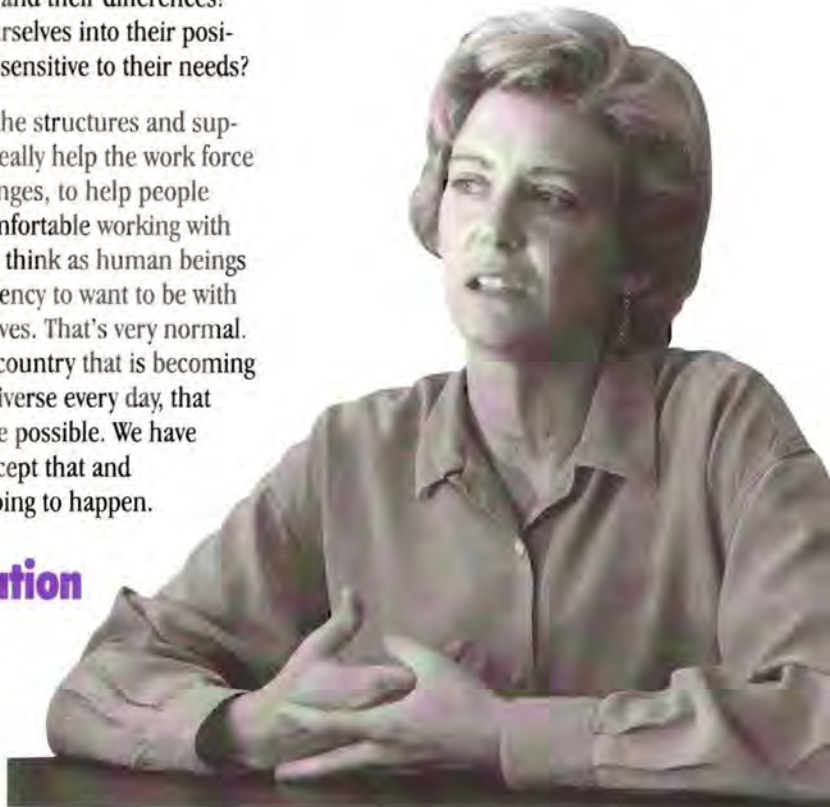
At one time, we could work in a vacuum, kind of on our own. Today I can't work in a vacuum; I have to work with the accountants, production people, finance people,

cial or ethnic background. Looking at who the best person is for the job will be the key in hiring. And once that person is hired into the organization, how do we make this a good experience for both the organization and the worker so that both needs are satisfied? That's where the challenge comes in, because then management has to look at socializing this person into the organization. How do we respect and accept their culture and their differences? How do we put ourselves into their position so that we're sensitive to their needs?

You have to have the structures and supports in place to really help the work force deal with the changes, to help people become more comfortable working with different people. I think as human beings we all have a tendency to want to be with people like ourselves. That's very normal. As members of a country that is becoming more and more diverse every day, that may or may not be possible. We have to be willing to accept that and deal with it. It's going to happen.

Has diversity always been an issue?

McDonnell: I think so. We've always been a society, a population, of a nation of nations. We've had times in our past where 30 million immigrants came into the United States within a relatively short period of time. We've always been dealing with a variation and diversity in our population. I think we may get better at



"We've always been dealing with variation and diversity in our population."

JUDITH MCDONNELL

Assistant Professor of Social Sciences since 1989

and we have to be singing off the same sheet of music. Because any breakdown from the diverse group of people making the product, going through a relatively new technologically advanced production process, right out to that marketplace that's quite diverse and becoming more so every day - any breakdown anywhere along there could spell trouble.

Wilson: You have to look at it, too, in terms of the work force - where the company is and what type of people they want to attract. The key that managers have to face is: if they want to hire the best person for the job, that person may be of a different ra-

Is diversity here to stay?

Bingham: It's not going to go away. Our workers are not going to go away. They will continue to produce other workers with attitudes, practicing their own cultures. And the world is getting smaller every day. So we're in it for the long haul. We have no choice.

McDonnell: It's becoming more important and more challenging recently because we've been witnessing some pretty drastic changes in the population composition. And that's not likely to change. Certainly not in our lifetimes.

dealing with it, and we'll place less emphasis on it, but the diversity is not going to go away.

Wilson: When you think of diversity in its broadest sense, you think about who we are as a nation of people and that we are people of different ethnic backgrounds, different racial backgrounds. We have different religious preferences, different lifestyles, different education levels. People are living and working longer while at the same time you have young people entering the work force. The diversity, I think, is only going to grow.▲

ALUMNI LEADERSHIP

NATIONAL ALUMNI COUNCIL CHAIR

Gerald F. Cerce '69, Trustee

ANNUAL FUND NATIONAL CHAIR

Richard A. Capobianco '53

CHAPTERS

BOCA RATON, FL

Zeke Rodriguez '80, BEST coordinator

BOSTON, MA

Nicholas Puniello '80, BEST coordinator

FAIRFIELD COUNTY, CT

John Boccuzzi '90, chair

Charles Carboni '88, BEST coordinator

GREATER NEW YORK

James Bergeron '92, co-chair

David Goodman '89, co-chair

Michael Fisher '67, trustee advisor

HARTFORD, CT

Sandi Aldieri '82, BEST coordinator

George Law '82, co-chair

Wendy LoSchiavo '82, co-chair

Joyce Suleski '85, co-chair

RHODE ISLAND

Robert Hallberg '80, president

Crystal Packer-Pilon '89, vice president

Jennifer Loudfoot '86, secretary

Gerald Kirkwood '61, treasurer

Sol Solomon '56, BEST coordinator

Ernest Almonte '78, trustee advisor

SARASOTA, FL

Nelson Gulski '26, '72H,

honorary trustee advisor

SOUTHERN CALIFORNIA (LOS ANGELES)

Brian Terkelsen '86, co-chair

Ralph Manuel '60, co-chair

Barbara Preissel '65, co-chair

Mike Goldfeder '90, BEST coordinator

Joseph Duffy '69, trustee advisor

SOUTHERN UNITED STATES (ATLANTA)

M. Noel Hamilton '90, president

Sheila Hall '90, vice president

Deb Friend '91, secretary

David Goldstein '91, treasurer

Steven Berman '68, BEST coordinator

Donald Walsh '51, trustee advisor

GIVING CLUB CHAIRS

PRESIDENT'S CLUB (\$1,000 - \$4,999)

John D. Callahan '56

ARCHWAY CLUB (\$500-\$999)

Marie B. Cole '54

BENEFACTORS' CLUB (\$200-\$499)

Edwin J. Santos '81

CENTURY CLUB (\$100-\$199)

Brian D. Drought '66

ALUMNI TRANSACTIONS

1928

Frances (Dembo) Segal of Manchester, CT, is pursuing an associates degree in general studies at the Manchester Community Technical College.

1935

Natalie (Nagle) Harding of Norwich, CT, was honored by the Groton-Ledyard Rotary Club with the Rotary's highest honor for establishing the Submarine Force Library and Museum at the Naval Submarine Base in Groton, CT.

1938

Virginia (Worthington) Weld of Yarmouthport, MA, is a real estate agent on Cape Cod, MA.

1942

George A. Bunnell of Fairhaven, MA, was named Trustee of the Year by the Massachusetts Library Trustees Association in honor of his 25 years of service at the Millicent Library in Fairhaven.

1943

Alice A. Brickach of Pawtucket, RI, attended the 25th International Ecumenical Fellowship Conference in Leibnitz, Austria.

Mary (Steiner) Segall of North Dartmouth, MA, has continued painting as both a hobby and career and helped establish the Breistadt Art Society in New Bedford, MA.

1945

Louis A. Guida '46 of Bristol, RI, was presented the 1992 Norma Kraus Memorial Award as the State Director of the Year from the National Society of Public Accountants.

1948

Irene Y. Bouffard of Warren, RI, was elected to the Charter Commission for the Town of Warren.

L. Earle Dorsey of Portsmouth, RI, is a dancer and accordion soloist with a group of enthusiastic Portsmouth seniors.

Richard A. Freed of Naples, FL, was designated and presented a Melvin Jones Fellow by Lions International for humanitarian services rendered.

1949

Herbert W. Hudson of Barrington, RI, retired as senior buyer for Apex Department Stores in Pawtucket, RI.

1950

Gerald H. Duncan and his wife, **Betty Lou (Crouse) Duncan** '52, of Mt. Laurel, NJ, own a retail store called Campus Classics in Mt. Laurel.

John G. Munro Jr. of Hot Springs Village, AR, has retired and is now playing golf year round.

1951

Milton L. Cummings of West Dover, VT, was appointed volunteer coordinator in the Deerfield Valley for the retired senior volunteer program in Windham County, VT.

1952

Arland D. Schonher of Arapahoe, NC, has retired from the New York Telephone Company.

1954

Robert K. George of Pittsfield, MA, owner of several businesses in Lenox, MA, was appointed to serve on the Board of Trustees at Berkshire Community College.

Maurice L. Morin of Bellingham, MA, president of the Fore Court II Racquet and Fitness Club of Cumberland, RI, was appointed treasurer of the Governor's Council on Physical Fitness and Health for Rhode Island.

1956

Albert R. Papineau of Pawtucket, RI, retired from his position as finance director for the Town of East Greenwich, RI.

Irving Scott of North Smithfield, RI, was inducted into the Providence Gridiron Club's Hall of Fame after 25 years of service as a football official and former president of the RI Football Officials Association.

1957



George E. Kilguss Jr. of North Kingstown, RI, an executive vice president of Citizens Bank, will also run the new

Trust and Private Banking Group for Citizens in Providence, RI.

Laird R. Ottman of Schenectady, NY, retired after 27 years as a systems specialist with the State of New York but continues doing accounting and tax work.

1958

Peter G. Barilla Sr. of Rumford, RI, retired as school business administrator from the East Providence, RI, School Department.

1960

Richard A. Hainey of Warwick, RI, was named assistant vice president at Castle Insurance Associates in Providence, RI.

1961

Theodore D. Cohen of Huntington Beach, CA, retired as president and CEO of Visual Impact Productions and is now enjoying fishing and boating.

William A. Prokop of Newtown, CT, president and part owner of Dahle USA in Oxford, CT, was elected to a second two-year term as the director of the National Art Materials Trade Association.

1962

Frederick C. Dawson of Cranston, RI, was appointed business administrator for the Cranston School Department.

Elizabeth (Faulk) Gibson of Camden, ME, has co-authored with her husband, Charles, a publication Volume I of the Army's Navy Series titled, *Marine Transportation in War, The U.S. Army Experience, 1775-1860*.

H. Stephen Harvey of Gibsonia, PA, was appointed vice president and chief financial officer of Contraves, Inc., in Pittsburgh, PA.

John P. Josephs of Barrington, RI, was inducted into the Bristol, RI, High School Athletic Hall of Fame.

Arthur W. Treffinger III of Quakertown, PA, retired after 20 years with UNISYS Corp., and is now a senior buyer with Kulicke & Soffa Industries, Inc., in Willow Grove, PA.

1963

Mary (Fitzner) Banaszewski of Naples, NY, earned a certificate of advanced study in educational administration from the State University of New York at Brockport in 1992.

1966

Evelyn (Torti) Borrelli of Cranston, RI, received a bachelor's degree in business and vocational education from Rhode Island College in May.

1967



David E. Gordon of Buffalo Grove, IL, was elected vice president of the professional chapters of the American Marketing Association.

He is the managing partner of Angell Research Group, Inc., in Skokie, IL.

John W. Minnehan of Topsfield, MA, was appointed to the finance committee for the Town of Topsfield.

Patricia (Massey) Redmond of Falls Church, VA, is the editor of the Smithsonian Staff Bulletin and is a management analyst in the financial and management analysis office at the Smithsonian Institution in Washington, DC.

1968

William H. Doherty of Palm Beach Gardens, FL, chief executive officer of the American Institute of Management, was appointed to serve on the national panel of judges for the RIT/USA Today Quality Cup Awards.

Jean L. Souza of Westport, MA, is a teacher in the Tiverton, RI, School Department.

1969

Gene A. Carlone of Taiwan was promoted to president of Texas Instruments Taiwan, Ltd.

Edward B. Gomeau of Old Saybrook, CT, was appointed finance director for the Town of Stratford, CT.

Linda (Harding) Goodwin '90MBA of Marion, MA, was promoted to financial operations manager for St. Luke's Hospital - Home Care Services in New Bedford, MA.

Paula (Pascone) Iacono of North Providence, RI, Director of Alumni Relations, has also assumed the role of Interim Director of Annual Giving at Bryant College in Smithfield, RI.

Steven E. Lander of Norwalk, CT, has opened the seventh store in his chain, Amazing Stores, in Enfield, CT.

Richard C. Sardella of Newport, RI, owner of Sardella's Restaurant in Newport, was honored with the Gold Rule Award for his volunteer work with the Newport County Community Mental Health Center, Inc.

1970

Lawrence P. Bean of Lincoln, RI, was appointed controller and chief financial officer of Swarovski Optik North America, Ltd., in Cranston, RI.

Ronald N. Couture '83MST of Providence, RI, was elected second vice president - investment accounting at Paul Revere Insurance Group in Worcester, MA.



Paul A. Payette of Acushnet, MA, was appointed vice president of administration at Brittany Dyeing and Printing Corporation of New Bedford, MA.



Joseph L. Sabatino '77MBA of Cranston, RI, was elected senior vice president in the asset based lending division of Shawmut Bank in Boston, MA.

1971

Gerald H. Levesque '79MBA of Greenville, RI, was appointed full-time accountant for the Town of Blackstone, MA.

Diane (Grenon) Ventrone of East Greenwich, RI, was appointed community liaison for the St. Joseph Center for Rehabilitation in Providence, RI.

James H. Waterman Jr. of Johnston, RI, was named senior vice president and chief financial officer in the finance department of RI Hospital Trust National Bank in Providence, RI.

1972

Herbert J. Gray of West Warwick, RI, was promoted to vice president of Human Resources at Cranston Print Works Company in Cranston, RI.

John S. Ribezzo of Cranston, RI, an associate professor at the Community College of Rhode Island, was elected president of the Rhode Island Association of Accounting Professors.

James V. Rosati of Cranston, RI, was awarded the 1993 Community Service Award by UNITAM.

1973

John P. Henry '81MST of Plympton, MA, was installed as the president of the Cranberry Country Chamber of Commerce in Middleboro, MA.

George L. Kelley of Pawtucket, RI, was promoted to captain in the Pawtucket Police Department.

Philip D. Stang '76MBA of Manchester, MO, is a senior consultant at Gemini Consulting headquartered in Morristown, NJ.

Paul R. Williams of Rumford, RI, is vice president and general manager of the group transportation division of Boston Coach in Chelsea, MA.

1974

Neil C. Gisherman of Brockton, MA, was awarded Salesman of the Year by M. Berman & Son, Inc., in Brockton.

Daniel F. Harrington of Warwick, RI, an associate professor of music at Berklee College in Boston, MA, has released a compact disc called "Risa's Waltz".

Annette (Derry) Pearson of Warwick, RI, retired from the Rhode Island Department of Transportation and is now a certified nursing assistant with an alternative care agency.

Michael A. Rylant '83MBA of Cumberland, RI, was named acting executive director of the Rhode Island Housing and Mortgage Finance Corp., in Providence, RI.

Claudia (McElroy) Spagnola of Miami, FL, was promoted to business manager for the law offices of Holland & Knight of Miami.

COMING UP

ADMISSION INFORMATIONAL RECEPTION

Saturday, January 15, 2:00 p.m.
Equifax, Atlanta, Georgia.

For prospective students, their parents, and area alumni.

Sponsored by the Southern US Alumni Chapter, hosted by Trustee Don Walsh '51, and coordinated by Noel Hamilton '90.

No charge.

BRYANT NIGHT AT THE PROVIDENCE BRUINS

Friday, January 21, 7:05 p.m.

Against the Binghamton Rangers.

Tickets: \$10 for alumni and guests, includes hot dogs and soda. Call (401) 232-6040 for tickets.

NATIONAL ALUMNI COUNCIL MEETING

Friday, January 28
On campus.

To coincide with the winter Board of Trustees meeting.

Agenda includes updates on all facets of Bryant's alumni volunteer outreach efforts.

RHODE ISLAND CHAPTER MEETING

Wednesday, February 9, 6:30 p.m.
Heritage Dining Room, on campus.
No charge.

RHODE ISLAND CHAPTER SPEAKERS FORUM

Tuesday, February 22, 6:30 p.m.
Papitto Dining Room, on campus.

Young alumni will talk with students about their experiences on-the-job.

Moderated by Manny Barrows '87.

PROFILE

RICHARD WARREN '64

"Kids" are his business. And Richard Warren, the new Ayer, Massachusetts, superintendent of schools, sounds like a man who takes his business seriously. His goal is for Ayer to have a quality school district that people will be proud of. "What children learn and receive in education they will be utilizing throughout their lives," he says.

Before taking the reins of the Ayer school department in July, Richard oversaw the Mansfield school system for three years. Prior to that, he held positions in Massachusetts as superintendent in Dartmouth, and assistant superintendent in Bourne. He was also supervising principal in Scituate, Rhode Island.

He's seen a lot over the years, and thinks that right now "there's a lot happening in the educational field." And he wants to take advantage of every opportunity available. "Educational reform is a different way of doing business. It's exciting, and is more pluses than minuses."

Richard said he doesn't intend to spend his time behind a desk. He wants to make visits to classrooms, see how teachers and students work together, and stay in touch with students, parents, teachers, and administrators alike to the betterment of education in Ayer.

It sounds like the "kid" business in Ayer couldn't be in better hands.

Richard was featured as the "Person of the Week" in *The Sun (Lowell)* recently.

1975

Everett M. Armour of Pawtucket, RI, was promoted to assistant vice president in the security/fraud control department at Citizens Bank in Riverside, RI.

Bruce E. Boucher of Brunswick, ME, was promoted to lieutenant in the Brunswick Police Department.

Manuel Cordeiro Jr. of Warwick, RI, was named business manager of the Dartmouth, MA, school system.

Robert A. DiCaprio of Cumberland, RI, has earned recertification as a professional photographer through Professional Photographers of America, Inc.



Mark T. Gilchrist of Mansfield, MA, was named general manager at the Holiday Inn in Brockton, MA.

John R. Kashmanian of North Providence, RI, wrote a book titled, *Baseball Treasures: Memorabilia from the National Pastime*, published by Schiffer Publishers in Atglen, PA.

Barry N. Levine of Barry Levine Insurance Services of Los Alamitos, CA, received the National Sales Achievement Award and the National Quality Award.

John L. Narkiewicz of Sharon, MA, was named director of the food service division of Morris Alper, Inc., of Framingham, MA.

Kevin C. Smith, first sergeant in the US Air Force, has been assigned to the air force base in Mildenhall, England.

1976

Phillip J. Bajjaly of Watertown, NY, has donated his kidney to his brother, Fred.



Jacqueline A. Cherenza of Dedham, MA, is a commercial real estate broker with Peter Elliot and Co., Inc., of Dedham.

John P. Hill Jr. of Tarrytown, NY, was appointed claims director at American Insurance Group in New York City, NY.

Harold J. Patterson III of Hilton Head, SC, was named management information services director at the Fripp Company, Inc., Fripp Island, SC.

1977

Charles J. Boulter III of Waterbury, CT, was named senior vice president and chief financial officer of American Savings Bank, New Britain, CT.

Newton Buckner III '78MBA of Farmington, CT, was elected to a three-year term as a member of the Board of Governors for the Connecticut Society of Certified Public Accountants.

R. Clinton Dailey Jr. of West Chester, OH, was named branch underwriting manager for Amica Mutual Insurance Co., in Cincinnati, OH.

Debra (Debartolo) Hayes of Ridgefield, CT, and her husband, Peter, owners of Colonial Cleansers in Ridgefield, are celebrating ten years in business.

Robert E. Horton Jr. of Rumford, RI, was elected president of the Rhode Island Health Care Association.

Oscar H. Lavalley '79MBA of Blackstone, MA, was elected senior vice president with BayBanks, Inc., of Burlington, MA.

Joanne E. Schenck '93MBA of Cranston, RI, was elected corporate secretary of Outlet Communications, Inc., in Providence, RI.

Robert M. Solitro of Manchester, NH, received the Robert Dineen/Sandra Gilfillan Award given annually by the National Association of Insurance Commissioners.

Patrick J. Sullivan '81MBA of Westford, MA, was named senior vice president of First NH Bank's new corporate banking and specialized services division.

1978

William R. Eberle of Westfield, MA, was promoted to director of client services at Merrill Lynch in Springfield, MA.

Brian M. Hunter '82MBA of Lincoln, RI, was honored with a commendation for his commitment to insurance education by the Society of Certified Insurance Counselors.

Catherine (D'Acchioli) Parente of Johnston, RI, a partner with the CPA firm of Suls, Westgate, & Parente, was named first vice president of the Board of Directors of the Rhode Island Community Food Bank.

Sally (Monti) Proto of Branford, CT, was named vice president at Fleet Bank in New Haven, CT.

1979

Cynthia (Sheehan) Atkinson of Durham, CT, was promoted to corporate secretary at Liberty Bank in Middletown, CT.

Gary M. DellaPosta of East Sandwich, MA, was elected a Corporator of Plymouth Savings Bank of Middleboro, MA.

Donald L. DiBlasi of Johnston, RI, an assistant vice president of Shawmut Bank of RI was appointed branch manager for the Johnston office.

Patricia (Raymond) Magao of Salem, CT, was elected vice president and promoted to senior operations officer at Chelsea Groton Savings Bank in Norwich, CT.

Michael M. Tikoian of Greenville, RI, was named a partner at Piccerelli, Gilstein, and Company, CPAs, in Providence, RI.

Peter M. Tudino of North Scituate, RI, was promoted to assistant vice president in the accounting department at Citizens Bank in Providence, RI.

1980

Raymond A. Chaput of Greenville, RI, is a partner at Chaput & Feeney in East Providence, RI.

Alan J. Cyr of Milford, MA, was promoted to the position of sergeant of the Upton, MA, Police Department.

Yanina (Zielinski) Daigle of Burlington, CT, worked on the Presidential Inaugural Committee in Washington, DC, in the office of Vice President Al Gore.

Kevin M. Fountain '87MST of Warwick, RI, passed the RI Bar Exam and is a CPA and attorney concentrating in corporate law.

Robert B. Hallberg '87MBA of Glocester, RI, was elected to the Board of Directors of the Bristol County, RI, Chamber of Commerce.

William D. Hughes III of Colorado Springs, CO, was promoted to major in the US Air Force and reassigned to Air Force Space Command in charge of advanced missile guidance system development.

Joseph K. Keyes of Milford, CT, is director of budgets at the United States Surgical Corp. in Norwalk, CT.

1981

Maryanne (Vigliotti) Crawford of Jamestown, RI, was elected town finance director of Jamestown.

Bruce H. Daigle of Burlington, CT, was named a manager/investment representative at Edward D. Jones & Co., in West Hartford, CT.

J. W. Harrington of Riverside, RI, is the director of the Providence Zen Center in Cumberland, RI.

Linda M. Jacques of Dedham, MA, is an attorney in Boston, MA.

Gregory E. Kwiatkowski of Providence, RI, was promoted to vice president of loan quality review for Citizens Bank in Providence.

Frank J. Masotta of Oshkosh, WI, was appointed director of information systems for the Oshkosh Truck Corporation.

Jennifer A. Michelson of Rocky Hill, CT, is a sales representative for General Medical Corporation.

Susan M. Pacheco '89MST of Cranston, RI, was appointed tax supervisor at Sansiveri, Ryan, Sullivan & Co., CPAs, in Providence, RI.

Rachel J. Paliotti '86MBA of Cranston, RI, earned the certified management accountant designation and is corporate tax manager at Blue Cross/Blue Shield in Providence, RI.

1982

Scott R. Goldstein of Nanuet, NY, was named a partner of Goldstein & Halpern, CPAs, in Spring Valley, NY.



Steven P. Guzski of New Hartford, NY, was promoted to benefits administrator at Utica National Insurance in Utica, NY.

Jeffrey G. Lublin of Rocky Hill, CT, was promoted to manager of quality development at Seton Name Plate Corp., in Branford, CT.

J. Kevin Portella of Scarsdale, NY, was promoted to advisory marketing representative at IBM in New York, NY, and has attained his fourth 100 percent club membership as a marketing representative at IBM.

Stephen N. Sayegh of Fairfield, CT, was named manager of the Shelton Personal Investment Center in Shelton, CT.

Sharon L. Wadecki of Ledyard, CT, has established a practice there in public accounting.

Brenda (Grahm) Wurtz of Danbury, CT, was appointed vice president of real estate by Nine West Group's retail division.

1983

Paul A. Beaudoin of Cumberland, RI, was appointed controller at St. Joseph's Hospital in North Providence, RI.

David A. Fontaine of Cumberland, RI, was named a partner in the certified public accounting firm of Clune, Chatellier & Morisseau of Woonsocket, RI.

Joseph F. Snee of Seekonk, MA, was promoted to product manager at Huestis Machine Corp., of Bristol, RI.

Gabriel J. Stephen of Coventry, RI, was promoted to vice president of marketing and sales in the OEM and telecommunications divisions of American Insulated Wire Corp., in Pawtucket, RI.

Sanford C. Trado of Redding, CT, is a senior accountant at the accounting firm of Reynolds & Rowella in Ridgefield, CT.

George L. Zoglio of East Providence, RI, was appointed finance director of the Kent County Visiting Nurse Association in Warwick, RI.

1984

Scott R. Devens of Hopkinton, MA, a CPA, was promoted to director of corporate accounting and external reporting for Data General Corporation, Westboro, MA.

Gary M. Dortona of Norwalk, CT, was promoted to vice president-retail of Actmedia in Norwalk, CT.

Douglas M. Falcone of Cumberland, RI, was promoted to executive account manager for the financial systems division of NCR/ATT Corporation in Newton, MA.

Susan (Schurr) Falcone of Cumberland, RI, is a certified public accountant and owns a financial planning business.

Joseph C. Ferreira of Somerset, MA, passed the bar exam and was admitted to practice law in the Commonwealth of Massachusetts.

Kenneth J. Ferrigno of East Haven, CT, was promoted to northeast regional manager for Seal Products, Inc., in Naugatuck, CT.

Keith R. Fowler of Foxboro, MA, earned a master of business administration degree from Providence College in Providence, RI.

Michael J. Harrison, CPA, of Brooklyn, CT, was promoted to corporate tax manager for Rogers Corp., in Rogers, CT.

Thomas J. Klucznik of Norwood, MA, was promoted to senior manager of Ernst & Young, CPAs, Providence, RI.

Cristle (Corey) Leavitt of North Oxford, MA, earned a masters degree in business administration from Worcester Polytechnic Institute in Worcester, MA.

Susan G. Murphy of Midland, MI, has earned a juris doctor degree magna cum laude from the Thomas M. Cooley Law School in Lansing, MI.

John W. O'Neil of Westborough, MA, was promoted to president of Village Lumber Company in Westborough.



Lisa (Mellian) Perry of Taunton, MA, was promoted to public relations manager at Reed & Barton in Taunton.



Capt. Daniel J. Powers of Riverside, CA, was selected to attend a mid-managerial training program as an army officer at Hughes Missile Company in Marina Del Rey, CA.

PROFILE

CHRISTINE TAGUE '77, '87MBA

Christine Tague knows she has a reputation - as a high-energy person. The new Canton, Massachusetts, finance director, is looking forward to channelling her energy into organizing and modernizing the town's treasury, collection, and accounting operations. "I want to be involved in something that's challenging," Tague says. "I thrive on challenge."

This Rhode Island native has had more than her share of challenges. Christine came to Canton from Warwick, Rhode Island, where she had to deal with the fallout of the collapse of much of the state's banking industry and a bitter teacher strike last year. Prior to that, she was finance director in Pawtucket. She started in March, and had to have an \$84 million budget ready for the city council by the end of April. "There were 80-hour weeks; it was overwhelming," she says. "Every day I wondered if I did the right thing." When she left the position, she was given a gag proclamation that said, "Christine's explosive energy and aggressive approach has earned her the nickname of 'Nitro.'"

And while the tasks facing her in Canton may not be as critical, Tague is looking forward to giving the town departments up-to-date financial information that will free employees for other tasks. She hopes that by the time her 24-month contract is up for renewal, she can "point to some significant accomplishments."

With a nickname like "Nitro," significant accomplishments should be no problem for Christine Tague.

Christine was recently featured in the "Newsmaker" column of the Patriot Ledger (Mass.).

PROFILE

GARY TRAVERS '89

A great idea came to him on a Saturday morning. By Monday of the following week, he was setting his plan in motion. Gary Travers became the publisher of *Fantastic Things To Do*, a coupon book that solves the "What do you want to do?" dilemma.

The book offers great ideas for things to do in Rhode Island, and it's full of tear-out coupons that offer price breaks at establishments such as the Newport International Polo Series, The Comedy Connection, and Providence College hockey and basketball - just to name a few. "Some of the coupons are a little out of the ordinary," he says, "but it's still pretty mainstream." Books cost \$20 each, and a new one is due out in January.

Gary found that the hardest sell was to the establishments included in the book, even though the service was free. But as of last summer, he began to realize a profit.

The book is available at several bookstores throughout the state, and by special order. In addition, Gary offers them on a consignment basis as a fund-raising tool for organizations. Big Brothers of Rhode Island, the Rhode Island Lung Association, and Meeting Street School are among his customers.

"I believed in this idea. And I had a lot of support from my family and friends," Gary said. "I had a ball putting it together. It's what I was meant to do."

Bored? Not if Gary Travers can help it.

An article on Gary recently appeared in the *Warwick (RI) Beacon*.

Daniel P. Winschuh of Boston, MA, was promoted to director of regional operations and business development for Fidelity Investments, Mobile Communications Subsidiary in Boston.

1985

Brian R. Boucher of Warwick, RI, was named purchasing manager of The Cherry Tree Company in Providence, RI.

Richard J. DiOrio of Norton, MA, was awarded an associate in premium auditing designation from the Insurance Institute of America, Malvern, PA.

William A. Feeney Jr. of Riverside, RI, is a partner at Chaput & Feeney in East Providence, RI.

Denise M. Mancini of Lincoln, RI, was named director of Capitol Appraisal Group, a new subsidiary of J.W. Riker Real Estate in Greenville, RI.

John A. Nosach of Cumberland, RI, is a registered nurse in the emergency department of Rhode Island Hospital in Providence, RI.

Steven F. Solomon of West Yarmouthport, MA, is the program director for WRZE Radio in Hyannis, MA.

Joyce C. Suleski of North Haven, CT, was promoted to senior group account representative at Metropolitan Insurance Co., Westport, CT.



Jennifer L. Sydney of Brookline, MA, was awarded the Chief Financial Officers' Financial Excellence Award by Digital Equipment Corporation in Maynard, MA.

Leslie A. Turner of Southbridge, MA, earned certification as a human resources professional from the Human Resource Certification Institute.

1986

James J. Abbott of Cromwell, CT, is a business teacher and assistant coach for baseball and football at Northwest Catholic High School in West Hartford, CT.

Loriann M. Agag of Manville, RI, is the senior criminal justice planner for the Governor's Justice Commission of Rhode Island.

Jennifer (Stachel) Bonvouloir of Greenville, RI, was named sales representative for 1992 and promoted to professional medical representative with the Roerig Division of Pfizer, Inc.

Jeffrey E. Brown of Paxton, MA, was promoted to manager of information systems at Hanover Insurance Company in Worcester, MA.

Craig A. Cain of Tewksbury, MA, was appointed front office manager at the Holiday Inn in Brockton, MA.

Susan (Thompson) Cook of Quincy, MA, is a marketing representative/analyst for the Holyoke Mutual Insurance Company in Salem, MA.

Joseph Cutoli Jr. of Bristol, CT, was ranked number one in the US for Men's C Division Racquetball.

Cheryl A. Delaney of Hightstown, NJ, was named assistant vice president of the National Westminster Bank NJ in Jersey City, NJ.

Jeffrey R. Gibbs of Rutland, MA, was named new product manager of the Del Monte Foods Line for Roberts and Associates of Natick, MA.

Ellen (Piotrowski) Hendrix of Bristol, RI, was appointed assistant vice president of underwriting at Delta Dental of Rhode Island in Providence, RI.

Thomas P. Plante of Westport, MA, started a third business called Invision Metering, which manufactures electronic KW-HR meters.

Gregory J. Stafstrom of Newington, CT, was elected president of the New Britain, CT, Rotary Club.

1987

Jeffrey J. Brown of Woonsocket, RI, was named a senior account executive and retirement planning specialist at Starkweather & Shepley, Inc., in Providence, RI, and serves on the Board of Trustees of the RI Chapter of the National Multiple Sclerosis Society.

Kristen M. Camerota of Watertown, CT, was promoted to accounting officer of the financial services division of Centerbank in Waterbury, CT.

Claire (Desrosiers) Entel of Assonet, MA, was promoted to manager at Rodrigues, Franey & Company in Fall River, MA.

Carol (DelConte) Flanagan of North Scituate, RI, was promoted to media supervisor of Leonard Monahan Lubars & Kelly in Providence, RI.

Sandra M. LaCroix of Williston, VT, an account representative with MetLife in South Burlington, VT, earned LUTCF designation and qualified for MetLife's leaders conference for the second time.

Pamela M. Lane of San Francisco, CA, is an elementary school teacher in the San Francisco Unified School District in California.

Jill (Charpentier) Nosach of Cumberland, RI, was promoted to Interim Associate Director of Annual Giving and Alumni Relations at Bryant College and serves on the Development Committee of the Board of School One in Providence, RI.

Karen (Sacco) Smith of Coventry, RI, was promoted to assistant controller in the financial administration department of the Washington Trust Company in Westerly, RI.

Joanne S. Tellier of Woonsocket, RI, was promoted to senior accountant at Financial Insurance Services, Inc., in Lincoln, RI.

Julianne (Desrosiers) Wade of Taunton, MA, was promoted to supervisor at Kahn, Litwin & Co., Ltd., in Providence, RI.

1988

Michelle L. Blaschke of Warren, RI, has earned the designation of certified public accountant.

Sherri A. Breggia of North Providence, RI, an associate product manager for Hasbro in Pawtucket, RI, received a masters degree in business administration in marketing from Providence College.

Barbara C. Burlingame of Woonsocket, RI, was named the RI House of Representatives Legislator of the Year by the United Way of Southeastern New England.

Robert J. Calabro of Providence, RI, is a tax manager at Arthur Andersen in Boston, MA.

Martin J. Cormier of Rockaway, NJ, is an audit manager at Toys R Us for the New York/New Jersey market based in Newark, NJ.

Linda (Syphers) Greene of West Greenwich, RI, was designated as a certified public accountant in the State of Rhode Island.

Kristyne Pavlik of Derby, CT, was named assistant controller at Trans Lux Corporation in Norwalk, CT.

ALUMNI TRANSACTIONS

Thomas A. Stephenson of Holland, PA, was promoted to district manager of RGIS Inventory Specialists' Philadelphia, PA, office.

1989

Stephen M. Clark of Glastonbury, CT, hosts a talk show on 89.3 FM WRTC in Hartford, CT, every Tuesday from 5:00 to 6:00 p.m.

Kim (Krushefsky) DeSimone of Providence, RI, was deployed to Somalia, Africa, as part of Operation Restore Hope.

Beth A. Feresten of Boulder, CO, received a masters degree in business administration from Loyola Marymount University in Los Angeles, CA.

David B. Fusari of Moodus, CT, was promoted to systems specialist at Aetna Life & Casualty in Hartford, CT.

Donald A. Gaskin of North Attleboro, MA, is the assistant mid-Atlantic sales manager of Metalor USA Refining Corp., in North Attleboro.

Christine (Ceci) Hughes of Plainville, MA, was appointed an account executive for Northern Rhode Island AT&T's small business division.

Donald Irwin IV of Washington DC, received a masters degree in business administration with honors from the New York Institute of Technology.

Jonathan R. Lopes '93MBA of Providence, RI, is an inventory analyst at Paramount Cards in Pawtucket, RI, and was nominated to *Who's Who Among Students in American Universities and Colleges*.

Paul E. Piscitelli of Milford, CT, is the women's softball coach at Albertus Magnus College in New Haven, CT.

Sherri H. Sigel of Worcester, MA, is an information systems analyst at Paul Revere Insurance Group, Inc., in Worcester.

Stephen T. Skoutas of Esmond, RI, was named production manager at Tanury Industries in Lincoln, RI.

Lloyd T. Sullivan of North Hampton, NH, was elected president of Data-watch Corporation in North Hampton.

Sonia K. Talbot of Providence, RI, was named product manager for Swarovski America Limited in Cranston, RI.

Harry J. Waterman of East Greenwich, RI, was named the 1993 Ambassador of the Year for the East Greenwich Chamber of Commerce.

1990

Sallyanne (Bonito) Bauer of Killingworth, CT, was promoted to assistant controller at Elmcree Psychiatric Hospital in Portland, CT.

Craig W. Dennis of Bellingham, MA, joined the marketing team at Golden Pond Resident Center in Bellingham.

William L. Douglas Jr. of Portsmouth, RI, was elected president of the Portsmouth Action for Youth Board of Directors.

Michelle M. Duprey of Avon, CT, earned a law degree from the University of Connecticut Law School.

Jennifer (Canning) Patterson of Bermuda achieved the designation of Certified Financial Planner and is a financial planner and investment advisor at First Bermuda Securities.

David W. Pierce of Auburn Hills, MI, was promoted to systems engineer at Electronic Data Systems in Troy, MI.

Lois G. Terranova of Westerly, RI, was promoted to vice president/auditor at the Washington Trust Company in Westerly.



Lenore C. Uddyback of Baltimore, MD, is the public relations associate for the American Red Cross Central Maryland Chapter and Greater Chesapeake and Potomac Region Blood Services in Baltimore.

1991

Caryn H. Berenson of Framingham, MA, was promoted to assistant manager at Norwest Financial in Whitinsville, MA.

Leslie S. Center of Keene, NH, was promoted to buyer at PC Connection in Marlow, NH.

Gregory A. Deschenes of Beverly, MA, is an account executive with Medallion Mortgage of Salem, MA.

Harry H. Franks III of Beacon Falls, CT, is a human resources administrator at the Southern Connecticut Gas Company in Bridgeport, CT.

Ruth (Stanfield) Hill of Riverside, RI, is a sales/service correspondent at Cooley Roofing Systems in Pawtucket, RI.

Todd P. McGuire of Lakeview, NY, was promoted to sales manager at UniFirst Corporation in Buffalo, NY.

Karen Nee of Westwood, MA, was appointed customer service manager at Nahatan Medical Services in Norwood, MA.

1992

Leslie A. D'Agostino of Northborough, MA, is a staff accountant at Alexander, Aronson, Finning & Co., PC in Westborough, MA.

Cecile L. Lacey of Woonsocket, RI, was appointed branch coordinator and branch manager at Foxboro National Bank in Foxboro, MA.

David R. Sawyer of Stoughton, MA, is a securities processor for Shawmut Bank in Boston, MA.

1993

Michael J. Kingsbury of Wakefield, MA, was named cost accountant/auditor at Cambridge-Lee in Allston, MA.

GRADUATE TRANSACTIONS

1973

Robert S. Donohue of Warwick, RI, was appointed to the Board of Public Safety for the Town of Warwick.

Ronald L. Martel of Bellingham, MA, was appointed dean of residential life at Northeastern University in Boston.

William A. Pirraglia of Warwick, RI, was named mortgage representative at Newport Federal Savings Bank.

1974

Robert B. Gyle III of New Fairfield, CT, was elected president of the Professional Insurance Agents of Connecticut.

Robert W. Martel of Jensen Beach, FL, was appointed president and chief executive officer of Cerdec Corporation and is responsible for US operations of the company headquartered in Germany.

PROFILE

MARK D'IORIO '92MBA

Meet an unusual alumnus by the name of Mark D'Iorio. He received his MBA from Bryant in 1992, and went on to become a successful life insurance underwriter with Metropolitan. Nothing unusual so far, right? It's what Mark does in his spare time that makes his story unique.

The 6-foot, 240-pound insurance professional also happens to be a professional powerlifter. He is a four-time Rhode Island State Powerlifting Champion, three-time New England tilist, and the 1992 Canadian National Deadlift Champion. And despite finishing a "disappointing" fourth at the 1993 Senior Nationals in North Carolina held last summer, he deadlifted 766 pounds, establishing a new personal and Rhode Island best.

In addition to his professional responsibilities, Mark manages to squeeze in three to five training sessions each week at Ocean State Gym in Johnston. He does this with a specific goal in mind.

"I want to be number one in the country," Mark asserts. "I know I've got to get over 800 in competition." And he sounds determined enough to do just that.

A Bryant graduate who's turned his "broins and brawn" into a winning combination. Dumb jock? Not Mark D'Iorio - the stereotype just doesn't fit.

An article on Mark appeared in a recent issue of *The Echo* (Providence).

A degree from Bryant puts students on the fast track to success. Nearly 9 out of 10 Bryant graduates get jobs within 6 months of graduation.*

Bryant graduates can be found in high places at America's best known companies.

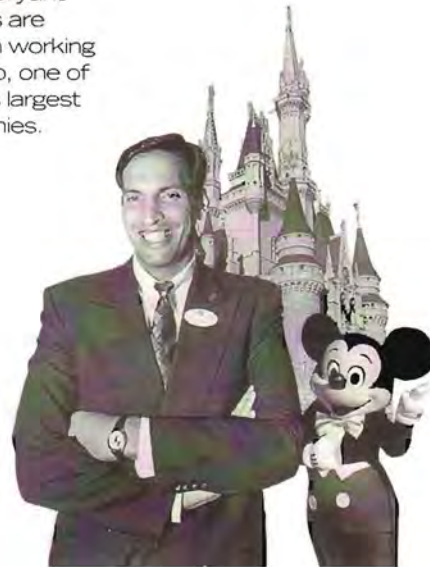
Colleen Mabray Viera, a Finance major, uses her Bryant education to help control money matters for Rhode Island Hospital.



Ever Wonder What Happens To People Who Graduate From Bryant?



Over 50 Bryant graduates are having fun working for Hasbro, one of the world's largest toy companies.



Many Bryant graduates, like Brian Terkelsen, start their own successful businesses.

A lot of Bryant graduates work in the entertainment industry, including John Bisignano who works for Disney.

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PORTRAIT OF A FRIEND

Even loyal, active alumni can be full of surprises. Such was the case when Bill Sheehan '42 made the College's first gift annuity last spring. His generous contribution came in response to a widespread mailing to older alumni.

"The mailing was coincidental," Bill says. "I am getting along in years and was looking over my portfolio. My Exxon stock had appreciated 600 percent over the years, and was not drawing much interest. It seemed wasteful not to use it."

Bill used it for Bryant's benefit, and made a good financial choice for himself. By making the College a gift of the 800 shares, Bill was able to guarantee himself a fixed income for life (some of which is tax-free) while significantly reducing his capital gains taxes. The proceeds of the gift will go toward student scholarships.

The combination of a smart financial and legal decision comes easily to Bill. An accounting and finance major at Bryant, he went on to law school at Boston University. Four years ago he retired as partner and treasurer of one of the state's largest law firms, Adler, Pollock, & Sheehan in Providence. The firm is the College's counsel.

A former member of the Alumni Association Executive Board and a consistent donor, he was the chair of his class' fiftieth reunion last year. Bill was recognized for his personal and professional achievements with the Distinguished Alumni Award in 1982.

"I give to Bryant because I believe in higher education," Bill says. "Bryant for me has been an evolving story. It was a proprietary school when I went to it. I've seen Bryant come a long way to its present status in the educational community and I'd like to help it go a little further."

The College and some deserving students will go a lot further, thanks to the generosity of Bill Sheehan.



▲ President Trueheart and Bill Sheehan '42 discuss how his gift will be used for Bryant students.

For more information about making a gift annuity or other planned gift to Bryant, call Susan Goodwin at (401) 232-6253.

**Bryant Professor Kumar Chittipeddi
is recognized as Rhode Island
Professor of the Year by a
national organization.**



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